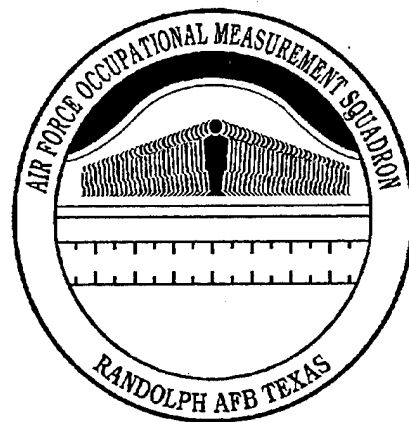


DTIC



**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT

**AVIONICS TEST STATIONS AND
COMPONENTS, F-15/F-111**

AFSC 2A0X1A

AFPT 90-2A0-030

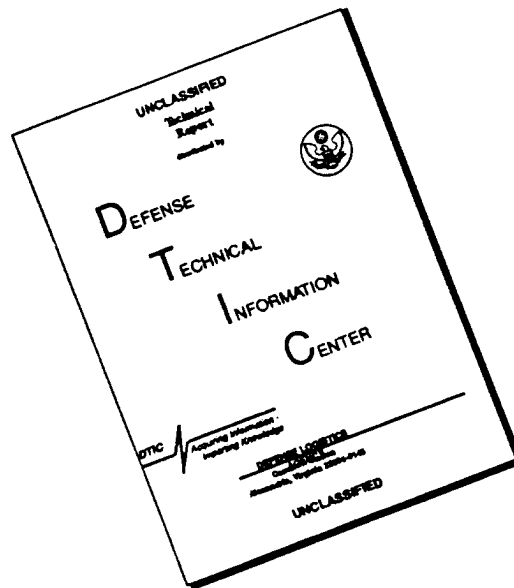
APRIL 1996

19960416 007

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
RANDOLPH AFB, TEXAS 78150-4449**

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISCLAIMER NOTICE



THIS DOCUMENT IS BEST QUALITY AVAILABLE. THE COPY FURNISHED TO DTIC CONTAINED A SIGNIFICANT NUMBER OF PAGES WHICH DO NOT REPRODUCE LEGIBLY.

DISTRIBUTION FOR AFSC 2A0X1A OSR

| | <u>OSR</u> | <u>ANL</u> <u>EXT</u> | <u>TNG</u> <u>EXT</u> | <u>JOB</u> <u>INV</u> |
|---|------------|--------------------------|--------------------------|--------------------------|
| AFOMS/OMDQ | 1 | | | |
| AFOMS/OMYXL | 10 | | 5 | 10 |
| AL/HRMM | 2 | | | |
| AL/HRTE | 1 | | 1 | |
| ARMY OCCUPATIONAL SURVEY BRANCH | 1 | | | |
| CCAF/AYX | 1 | | | |
| DEFENSE TECHNICAL INFORMATION CENTER | 2 | | | |
| HQ ACC/DPTTF | 3 | | 3 | |
| HQ AETC/DPAEE | 3 | | 3 | |
| HQ AFMC/DPUE | 3 | | 3 | |
| HQ AFPC/DPMRAD3 | 1 | | | |
| HQ AFPC/DPPAPC | 1 | | | |
| HQ AFSOC/DPPMT | 2 | | 2 | |
| HQ PACAF/DPAET | 3 | | 3 | |
| HQ USAF/LGMM | 1 | | 1 | |
| HQ USAFE/DPATTJ | 3 | | 3 | |
| HQ USMC/STANDARDS BRANCH | 1 | | | |
| NAVMAC | 1 | | | |
| USAFAMS/DTMP | 1 | | 1 | 1 |
| 313 TTS/LNAF | 1 | | | |
| 365 TRS/DOP (710 H AVENUE, STE 2, SHEPPARD AFB TX 76311-2856) | 2 | 1 | 2 | 2 |
| 782 TRG/TTS (826 G AVENUE, STE 4, SHEPPARD AFB TX 76311-2867) | 1 | | 1 | |

TABLE OF CONTENTS

| | <u>PAGE NUMBER</u> |
|--|-------------------------------|
| PREFACE | vi |
| SUMMARY OF RESULTS | viii |
| INTRODUCTION | 1 |
| Background..... | 1 |
| SURVEY METHODOLOGY | 2 |
| Inventory Development..... | 2 |
| Survey Administration | 2 |
| Survey Sample..... | 3 |
| Task Factor Administration..... | 3 |
| SPECIALTY JOBS (Career Ladder Structure)..... | 5 |
| Overview of Specialty Jobs..... | 6 |
| Group Descriptions..... | 8 |
| Comparison of Current Jobs to Previous Survey Findings | 21 |
| Summary..... | 21 |
| ANALYSIS OF DAFSC GROUPS | 23 |
| Skill-Level Descriptions..... | 23 |
| Summary..... | 27 |
| ANALYSIS OF AFMAN 36-2108 <i>SPECIALTY DESCRIPTION</i>..... | 27 |
| MAJCOM GROUPS..... | 32 |
| TRAINING ANALYSIS | 32 |
| Training Emphasis (TE) and Task Difficulty (TD) Data | 32 |
| First-Enlistment Personnel | 34 |
| Specialty Training Standard (STS)..... | 39 |
| Plan of Instruction (POI) | 42 |
| JOB SATISFACTION ANALYSIS | 42 |
| SPECIAL ANALYSES | 46 |
| F-111 Specific Tasks | 53 |
| 7-Level Similarities | 53 |
| IMPLICATIONS..... | 57 |

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE OF CONTENTS
(Tables, Figures, Appendices)

| | <u>PAGE NUMBER</u> |
|--|-------------------------------|
| TABLE 1 MAJCOM REPRESENTATION OF SURVEY SAMPLE | 4 |
| TABLE 2 PAYGRADE DISTRIBUTION OF SAMPLE | 4 |
| TABLE 3 AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS (RELATIVE PERCENT OF JOB TIME) | 9-12 |
| TABLE 4 SELECTED BACKGROUND DATA FOR AFSC 2A0X1A CAREER LADDER JOBS | 13-14 |
| TABLE 5 COMPARISON OF JOB GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES | 22 |
| TABLE 6 DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS | 24 |
| TABLE 7 TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS (RELATIVE PERCENT OF JOB TIME) | 25 |
| TABLE 8 REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A031A PERSONNEL | 26 |
| TABLE 9 REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A051A PERSONNEL | 28 |
| TABLE 10 TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 2A031A AND DAFSC 2A051A PERSONNEL (PERCENT MEMBERS PERFORMING) | 29 |
| TABLE 11 REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A071A PERSONNEL | 30 |
| TABLE 12 TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 2A051A AND DAFSC 2A071A PERSONNEL (PERCENT MEMBERS PERFORMING) | 31 |
| TABLE 13 SELECTED DAFSC 2A0X1A TASKS BY MAJCOM (PERCENT MEMBERS PERFORMING) | 33 |
| TABLE 14 DAFSC 2A0X1A TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS | 35 |
| TABLE 15 DAFSC 2A0X1A TASKS WITH HIGHEST TASK DIFFICULTY RATINGS | 36 |
| TABLE 16 RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST- ENLISTMENT AFSC 2A0X1A PERSONNEL (N=355) | 37 |
| TABLE 17 MOST COMMONLY PERFORMED TASKS FOR FIRST-ENLISTMENT 2A0X1A PERSONNEL | 40 |
| TABLE 18 EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT OF FIRST-JOB OR FIRST-ENLISTMENT AFSC 2A0X1A PERSONNEL | 41 |
| TABLE 19 POI ITEMS NOT SUPPORTED BY OSR DATA (PERCENT MEMBERS PERFORMING) | 43 |

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

| | <u>PAGE NUMBER</u> |
|--|-------------------------------|
| TABLE 20 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE GROUP MEMBERS BUT NOT REFERENCED BY POI | 44 |
| TABLE 21 JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A TAFMS GROUPS (PERCENT MEMBERS RESPONDING) | 45 |
| TABLE 22 COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES (PERCENT MEMBERS RESPONDING) | 47-49 |
| TABLE 23 JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A JOB GROUPS (PERCENT MEMBERS RESPONDING) | 50-51 |
| TABLE 24 JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A ANG AND REGULAR AF GROUPS (PERCENT MEMBERS RESPONDING)..... | 52 |
| TABLE 25 TASKS WHICH BEST DIFFERENTIATE BETWEEN F-111 AND EF-111 PERSONNEL (PERCENT MEMBERS PERFORMING) | 54 |
| TABLE 26 PERCENT TIME SPENT ON DUTIES FOR BOTH 2A0X1A AND 2A0X1B PERSONNEL | 55 |
| TABLE 27 TASKS PERFORMED BY BOTH 2A0X1A AND 2A0X1B PERSONNEL (PERCENT MEMBERS PERFORMING)..... | 56 |
| FIGURE 1 2A0X1A SPECIALTY JOBS..... | 7 |
| FIGURE 2 DISTRIBUTION OF 2A0X1A FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=355) | 38 |
| APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY CAREER LADDER STRUCTURE GROUPS..... | 58 |
| APPENDIX B STS ITEMS NOT SUPPORTED AND TECHNICAL TASKS NOT REFERENCED BY THE STS | 60 |

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Avionics Test Stations and Components, F-15/F-111 career ladder (AFSC 2A0X1A). Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products upon which this report is based are available for the use of operations and training officials.

The survey instrument was developed by Mr. Tom Duffy, Inventory Development Specialist, with computer programming support furnished by 1Lt Sheon Mendoza. Mr. Richard Ramos provided administrative support. 1Lt Jeff Voetberg, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Mr. Dan Dreher, Chief, Airman Analysis Section, Occupational Analysis Flight, AF Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to the AF Occupational Measurement Squadron, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB Texas 78150-4449 (DSN 487-6623).

RICHARD C. OURAND, JR., Lt Col, USAF
Commander
Air Force Occupational Measurement Sq

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement Sq

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. Survey Coverage: The Avionics Test Stations and Components, F-15/F-111 career ladder was surveyed to evaluate changes in the 2A0X1A career ladder and to obtain current task and equipment data for use in evaluating current training programs. One-hundred percent of eligible specialty members were selected as participants. Results are based on responses from 986 respondents (76 percent of the total personnel selected for survey). All major using commands are satisfactorily represented in the survey sample.
2. Specialty Jobs: Three clusters and 11 independent jobs (IJ) were identified in the career ladder structure analysis. Two clusters and eight of the IJs involved the day-to-day technical responsibilities. The remaining cluster and three jobs can be categorized as staff or support functions. The technical jobs are quite distinct from each other, with the incumbents specializing on particular test stations for each aircraft. The AFMAN 36-2108 *Specialty Description* is complete and generally portrays the nature of the job.
3. Career Ladder Progression: Three-skill level personnel devote nearly all their time to technical activities. The 5-skill level jobs were also technically oriented, but in addition have a supervisory aspect. Seven-skill level personnel devote a large majority of their time to supervisory and management activities.
4. Training Analysis: Fairly strong support was found for the Plan of Instruction (POI). Two POI elements were not supported by percent members performing data. There were a large number of unsupported elements in the Specialty Training Standard (STS). This was the case even when percent members performing in each job was used as the criterion.
5. Job Satisfaction: The job satisfaction measures for the survey sample were generally high. This sample is about as satisfied as the previous samples and a comparative sample. As expected, job satisfaction was higher for the more senior members of the career ladder. Satisfaction was consistent across all but three of the jobs; these jobs expressed dramatically lower expressed job interest.
6. Special Analyses: Analyses were performed to identify tasks performed by EF-111 aircraft personnel, but not by F-111 personnel. Data indicate a small number of personnel perform tasks specific to the EF-111 aircraft, but the vast majority of tasks apply to both aircraft. Tasks performed by 7-skill level personnel were compared to those performed by 7-skill level personnel in the B-shred. Results show similarities in many supervisory activities. B-shred personnel seem to spend more of their time on technical tasks than do A-shred personnel.
7. Implications: Members of AFSC 2A0X1A perform a wide variety of jobs, with specialization within aircraft. Career progression is normal, with a general movement away from technical tasks at the higher skill levels. Support for the training documents is mixed, with the POI being well supported and the STS having several sections in need of review.

THIS PAGE INTENTIONALLY LEFT BLANK

**OCCUPATIONAL SURVEY REPORT (OSR)
AVIONICS TEST STATIONS AND COMPONENTS, F-15/F-111
(AFSC 2A0X1A)**

INTRODUCTION

This is a report of an occupational survey of the Avionics Test Stations and Components, F-15/F-111 career ladder conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron. The survey was conducted to obtain current job and task data. Data collected through this OSR will be utilized by training development personnel to review courses and related training documents in light of equipment and utilization changes which have occurred since the last OSR. In addition, specific information was requested to help training development personnel in the creation of a common 7-skill level course for both AFSC 2A0X1A and 2A0X1B. Information regarding F-111 specific tasks was also requested by the same individuals due to the upcoming retirement of that aircraft. The career ladder was last surveyed as AFSC 451X4 (F-15 Avionics Test Station and Component Specialist) and 451X6 (F-111 Avionics Test Station and Component Specialist). The results are summarized in OSRs dated February 1990 and February 1991, respectively.

Background

As described in the AFMAN 36-2108 *Specialty Description* for AFSC 2A0X1A, dated 31 October 1994, members: analyze performance and isolate malfunctions of avionics test equipment, support equipment, and aircraft components; perform operational tests on test equipment, support equipment, and aircraft components to determine condition, analyze performance, and isolate malfunctions in the radar, communications, weapons control, electronic warfare, and flight control systems; inspect, maintain, program, and calibrate avionics equipment, support equipment, and aircraft components; remove and replace assembly components using hand tools; plan, organize, and manage integrated avionics activities and comply with directives, policies, and procedures; and direct and control maintenance and inspection of integrated avionics test stations and aircraft components.

The seven courses previously offered for the AFSCs 451X4/X5/X6/X7 were combined and moved from Lowry AFB to Sheppard AFB. Course J3ABR2A031A, F-15/F-111 Avionics Test Station and Aircraft Component Apprentice, started in October 1995, with the first graduation in January 1996. All members are required to attend course J3AQR2A020 000, Aircraft Maintenance Fundamentals, before entry into AFSC-awarding training course. Course L3AQR2A031A 100, Electronic Principles, is also required. The 7-skill level course is common to both 2A071A and 2A071B members.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

Entry into the career ladder currently requires an Armed Forces Vocational Aptitude Battery minimum score of 67 Electronic, and the strength factor of G (weight lift of 40 lbs) must be met or exceeded.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) AFPT 90-2A0-030, dated September 1994. The Inventory Developer prepared a tentative task list by reviewing pertinent career ladder publications, directives, and the previous JI and OSR. This task list was further refined and validated through personal interviews with 44 subject-matter experts representing a variety of major commands (MAJCOMs) at the following locations:

| Base | Unit |
|------------------------|------------|
| Lowry AFB CO | 3450 TCHTS |
| Cannon AFB NM | 27 CRS |
| Dyess AFB TX | 96 MS |
| Eglin AFB FL | 33 MS |
| Shaw AFB SC | 363 CRS |
| Seymour Johnson AFB NC | 4 CRS |
| Holloman AFB NM | 49 MS |

The resulting JI contained a comprehensive listing of 1,340 tasks grouped under 26 duty headings with a background section requesting such information as grade, MAJCOM, job title, time in present job, time in service, job satisfaction, functional area, organizational level, equipment and forms used.

Survey Administration

Base Training Offices at operational bases worldwide administered the inventory to 1,302 DAFSC 2A0X1A personnel holding a 3-, 5-, or 7-skill level. Both Active Air Force and Air National Guard (ANG) personnel were surveyed. Personnel excluded from taking the survey

comprised the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in the member's current job. After checking all tasks performed, respondents then rated each task on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of the member's time spent on the job. First, the ratings are summed. Each task rating is then divided by the sum of task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

The final AFSC 2A0X1A survey sample includes responses from 986 job incumbents. Table 1 reflects the distribution, by MAJCOM, of assigned AFSC 2A0X1A personnel. As of 10 November 1993, there were 1,372 members assigned to the career ladder; 1,302 of those were eligible to be included in the survey. The 986 respondents represent 76 percent of the eligible population. Seventy-two members, or 7 percent of the sample are assigned to the ANG. Table 2 reflects the distribution by paygrade. The survey sample is fairly even across paygrades, and is a good reflection of the assigned population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A0X1A personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Task Difficulty (TD). Task difficulty is defined as an estimate of how much time the average airman needs to learn to perform a task satisfactorily. Each individual completing a TD booklet rated all inventory tasks on a 9-point scale (from extremely low to extremely high). TD data

TABLE 1
MAJCOM REPRESENTATION OF SURVEY SAMPLE

| MAJCOM | PERCENT OF ASSIGNED* | PERCENT OF SAMPLE |
|--------|-------------------------|----------------------|
| ACC | 55 | 52 |
| AETC | 10 | 10 |
| AFMC | 5 | 5 |
| PACAF | 12 | 13 |
| USAFE | 10 | 12 |
| ANG | 8 | 7 |
| OTHER | ** | ** |

ACTIVE ASSIGNED = 1,265 ANG ASSIGNED = 107 TOTAL ASSIGNED = 1,372

ACTIVE SURVEYED = 1199 ANG SURVEYED = 103 TOTAL SURVEYED = 1,302

ACTIVE IN SAMPLE = 912 ANG IN SAMPLE = 72 TOTAL IN SAMPLE = 986

PERCENT OF ASSIGNED IN SAMPLE = 72% PERCENT OF SURVEYED IN SAMPLE = 76%

* As of December 1994

** Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 2
PAYGRADE DISTRIBUTION OF SAMPLE

| PAYGRADE | PERCENT OF ASSIGNED* | PERCENT OF SAMPLE |
|------------|-------------------------|----------------------|
| E-1 TO E-3 | 27 | 27 |
| E-4 | 24 | 25 |
| E-5 | 21 | 21 |
| E-6 | 17 | 15 |
| E-7 | 11 | 11 |
| E-8 | ** | ** |

* As of December 1994

** Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

were independently collected from 52 experienced 7-skill level personnel stationed worldwide. Interrater reliability was calculated and found acceptable. Ratings were standardized so tasks have an average difficulty rating of 5.00, with a standard deviation of 1.00. The resulting data yield essentially a rank ordering of tasks indicating the degree of difficulty for each task in the inventory.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 56 senior AFSC 2A0X1A NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel, and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams formal on-the-job-training (OJT), or any other organized training method. There was acceptable agreement among the 56 raters. The average TE rating was .97, with a standard deviation of 1.15. Any task with a TE rating of 2.12 or above is considered to have high TE.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting AFS entry-level jobs.

SPECIALTY JOBS (Career Ladder Structure)

Each Air Force occupational analysis begins with an examination of the career ladder structure. The structure of jobs within the Avionics Test Stations and Components, F-15/F-111 career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a job. A hierarchical grouping program, which is a basic part of the Comprehensive Occupational Data Analysis Program system, creates an individual job description for each respondent (all the tasks performed by that individual and the relative amount of time spent on those tasks). It then compares each job description to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system locates the two job descriptions with the most similar tasks and percent time ratings and combines them to form a composite job description. In successive stages, the system adds new members to the initial group or forms new groups based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

When there is a substantial degree of similarity between jobs, they are grouped together and identified as a cluster. The job structure resulting from this grouping process (the various jobs and clusters within the career ladder) can be used to evaluate the accuracy of career ladder

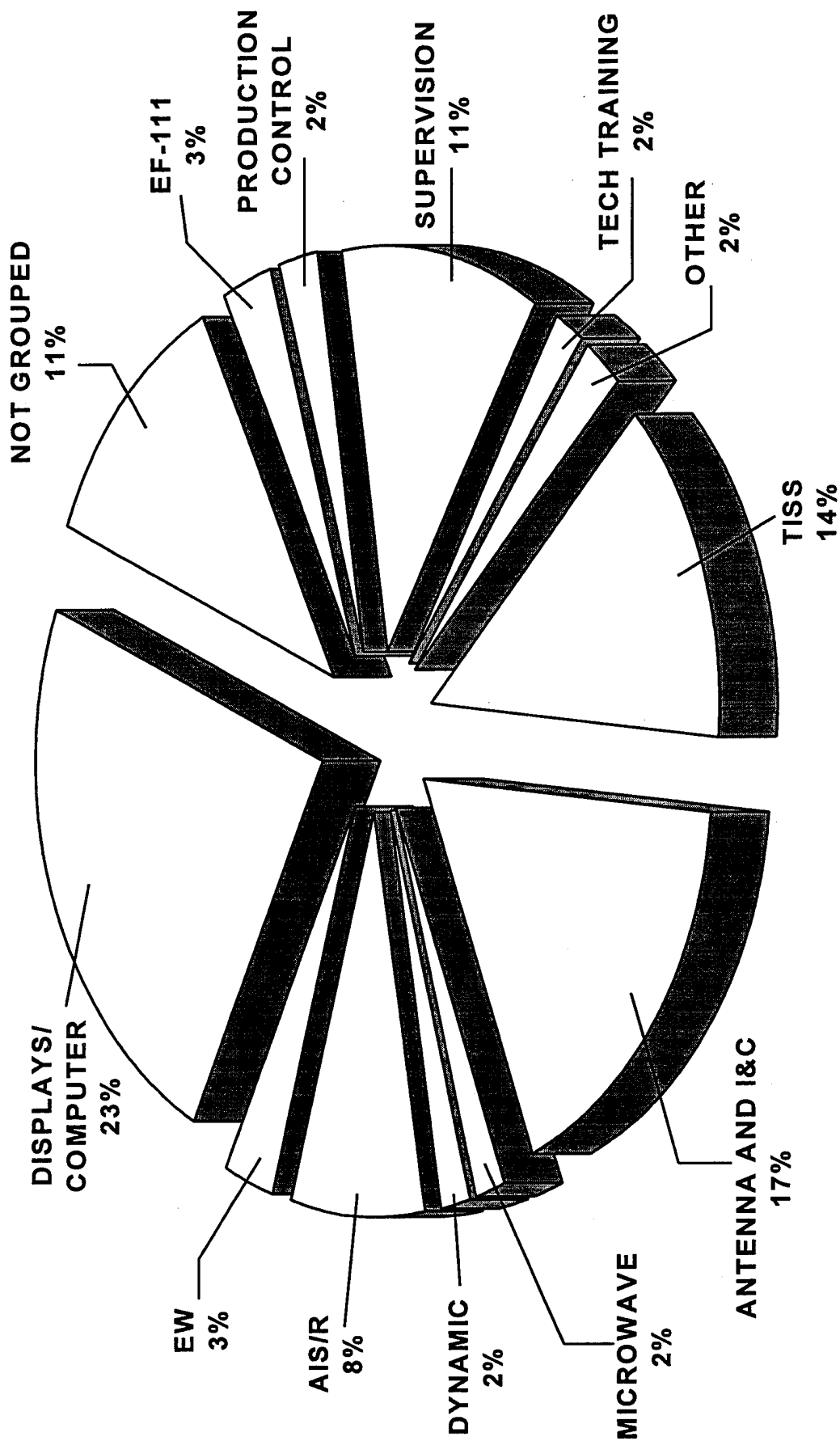
documents (Career Field Education and Training Plans (CFETP), AFMAN 36-2108 *Specialty Description*, and Specialty Training Standards (STS), and to gain a better understanding of current utilization patterns.

Overview of Specialty Jobs

Based on the similarity of tasks performed and the amount of time spent performing each task, 3 jobs and 11 jobs were identified within the AFSC 2A0X1A survey sample. A listing of these is provided below and illustrated in Figure 1. The stage (ST) number shown beside each title references computer-generated information; the letter "N" stands for the number of personnel in each group.

- I. Tactical Electronic Warfare System (TEWS) Intermediate Support System (TISS) Maintenance Job (STG092, N=136)
- II. Antenna and Indicators and Controls (I&C) Test Station Maintenance Cluster (STG064, N=174)
- III. Microwave Test Station Maintenance Job (STG094, N=17)
- IV. Dynamic Test Station Maintenance Job (STG122, N=15)
- V. Avionic Intermediate Shop/Replacement Equipment Maintenance Cluster (STG052, N=74)
- VI. Electronic Warfare Test Station Maintenance Job (STG127, N=27)
- VII. F-15 Displays and Computers Test Station Maintenance Job (STG095, N=233)
- VIII. Mobile Electronic Test Set Maintenance Job (STG108, N=11)
- IX. EF-111 Equipment Maintenance Job (STG189, N=29)
- X. Circuit Card Repair Job (STG083, N=6)
- XI. Production Control Cluster (STG046, N=22)
- XII. Supervision Job (STG096, N=110)
- XIII. Unit Training Job (STG130, N=5)
- XIV. Technical School Training Job (STG086, N=15)

2A0X1A SPECIALITY JOBS



OTHER INCLUDES:
 MOBILE ELECTRONIC 1%
 CIRCUIT CARD REPAIR .61%
 UNIT TRAINING .51%

FIGURE 1

The respondents forming these groups account for 89 percent of the survey sample. The remaining 11 percent are performing tasks or a series of tasks which do not group with any of the defined jobs. Some job titles for these individuals include: Manual/EWS Test Station Team Member, Automatic Test Station Team Member, and Special Test Technician.

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Also presented are two tables which reflect the time incumbents spend on duties and selected background data for each group. Table 3 presents the relative time spent by respondents in each job across each duty listed in the JI. Table 4 displays selected background information, such as DAFSC distributions across each group, average of total months in active military service (i.e., Total Active Federal Military Service (TAFMS)), and average number of tasks performed. Appendix A at the back of this OSR lists representative tasks performed by members of each group.

I. TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM (TISS) MAINTENANCE JOB (STG092, N=136). Incumbents in this job perform an average of 110 tasks. Forty percent of their time is spent on tasks relating to TISS (see Table 3). This is more time than they spend anywhere else, and no other job spends more than 2 percent of their time on these tasks. Their work involves troubleshooting and repairing TISSs and assigned line replaceable units (LRU). Examples of tasks performed include:

- troubleshoot TISSs
- troubleshoot AN/ALQ-135 band 1, 2, or 3 control oscillators
- repair AN/ALQ-135 band 1, 2, or 3 control oscillators
- perform electrostatic discharge (ESD) procedures
- repair AN/ALQ-135 band 1, 2, or 3 RF amplifiers
- program test AN/ALQ-135 band 1, 2, or 3 control oscillators
- diagnostic test TISSs

Ninety-one percent of those holding this job have a 3- or 5-skill level and average 76 months TAFMS. Forty-nine percent are in their first enlistment. Sixty percent are assigned to the CONUS. Ninety-two percent of the members are Regular Air Force.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

| DUTIES | TISS MAINT (STG092) | ANTENNA AND I&C MAINT (STG064) | MICRO- WAVE STATION MAINT (STG094) | DYNAMIC TEST STATIONS (STG122) | AI&R EQUIP MAINT (STG052) | EW TEST STATIONS (STG127) | DISPLAYS AND COMPUTER STATIONS (STG095) |
|---|---------------------------|---|--|---|------------------------------------|---------------------------------|---|
| A ORGANIZING AND PLANNING | 2 | 2 | 1 | 3 | 2 | 2 | 2 |
| B DIRECTING AND IMPLEMENTING | 3 | 2 | 1 | 5 | 2 | 3 | 2 |
| C INSPECTING AND EVALUATING | 2 | 2 | 1 | 4 | 2 | 1 | 1 |
| D TRAINING | 2 | 2 | 2 | 5 | 3 | 3 | 1 |
| E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS | 7 | 6 | 7 | 5 | 5 | 5 | 5 |
| F PERFORMING GENERAL AVIONICS MAINTENANCE | 26 | 31 | 36 | 33 | 33 | 26 | 24 |
| G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AI&R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs) | * | * | * | * | 6 | 4 | * |
| H MAINTAINING DYNAMIC TEST SETS | * | * | * | 31 | * | * | * |
| I MAINTAINING AI&R COMPUTER TEST STATIONS | * | * | * | * | 6 | 1 | * |
| J MAINTAINING AI&R VIDEO TEST STATIONS | * | * | * | * | 4 | * | * |
| K MAINTAINING AI&R ELECTRONIC WARFARE TEST STATIONS | 2 | * | * | * | * | 7 | * |
| L MAINTAINING AI&R RADIO FREQUENCY TEST STATIONS | * | * | 3 | * | 4 | * | * |
| M MAINTAINING AI&R LINE REPLACEABLE UNITS (LRUs) | * | * | * | * | 21 | 2 | * |
| N MAINTAINING MANUAL TEST SETS, MOCK- UPS, AND ASSIGNED LRUs | * | * | * | * | 3 | * | * |
| O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs | * | * | * | * | * | * | * |
| P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | * | 36 | * |

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

| DUTIES | TISS MAINT (STG092) | ANTENNA AND I&C MAINT (STG064) | MICRO- WAVE STATION MAINT (STG094) | DYNAMIC TEST STATIONS (STG122) | AIS/R EQUIP MAINT (STG052) | EW TEST STATIONS (STG127) | DISPLAYS AND COMPUTER STATIONS (STG095) |
|--|---------------------------|---|--|---|-------------------------------------|---------------------------------|---|
| Q MAINTAINING AN/ALM-204 TEST STATIONS | * | * | * | * | * | * | * |
| R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | * | * | 16 |
| S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | * | * | 24 |
| T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs | * | * | 30 | * | * | * | 9 |
| U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs | 3 | 20 | 1 | * | * | * | * |
| V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs | * | 3 | * | * | * | * | * |
| W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs | 1 | 17 | * | * | * | * | * |
| X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs | 40 | 2 | * | * | * | * | * |
| Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs | * | * | 1 | * | * | * | 3 |
| Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS | 9 | 8 | 12 | 14 | 10 | 9 | 7 |

* Denotes Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

| DUTIES | MOBILE ELECTRONIC STATIONS (STG108) | EF-111 EQUIP MAINT (STG189) | CIRCUIT CARD REPAIR (STG083) | PRODUCTION CONTROL (STG046) | SUPER- VISION (STG096) | UNIT TRAINING (STG130) | TECHNICAL TRAINING (STG086) |
|--|--|--------------------------------------|---------------------------------------|-----------------------------------|------------------------------|------------------------------|-----------------------------------|
| A ORGANIZING AND PLANNING | 1 | 2 | 9 | 7 | 19 | 5 | 4 |
| B DIRECTING AND IMPLEMENTING | * | 2 | 7 | 6 | 18 | 3 | 7 |
| C INSPECTING AND EVALUATING | * | 2 | 1 | 6 | 19 | 2 | 13 |
| D TRAINING | * | 2 | 2 | 3 | 11 | 45 | 66 |
| E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS | 4 | 5 | 15 | 35 | 11 | 12 | 3 |
| F PERFORMING GENERAL AVIONICS MAINTENANCE | 25 | 20 | 43 | 3 | 8 | * | * |
| G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AIS/R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs) | * | * | * | * | * | * | * |
| H MAINTAINING DYNAMIC TEST SETS | * | * | * | * | * | * | * |
| I MAINTAINING AIS/R COMPUTER TEST STATIONS | * | * | * | * | * | * | * |
| J MAINTAINING AIS/R VIDEO TEST STATIONS | * | * | * | * | * | * | * |
| K MAINTAINING AIS/R ELECTRONIC WARFARE TEST STATIONS | * | * | * | * | * | * | * |
| L MAINTAINING AIS/R RADIO FREQUENCY TEST STATIONS | * | * | * | * | * | * | * |
| M MAINTAINING AIS/R LINE REPLACEABLE UNITS (LRUs) | 2 | * | * | * | * | * | * |
| N MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUs | 1 | * | * | * | * | * | * |
| O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs | * | 37 | * | * | * | * | * |
| P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | * | * | * |

TABLE 3 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 2A0X1A JOB GROUPS
(RELATIVE PERCENT OF JOB TIME)

| DUTIES | MOBILE ELECTRONIC STATIONS (STG108) | EF-111 EQUIP MAINT (STG189) | CIRCUIT CARD REPAIR (STG083) | PRODUCTION CONTROL (STG046) | SUPER- VISION (STG096) | UNIT TRAINING (STG130) | TECHNICAL TRAINING (STG086) |
|--|--|--------------------------------------|---------------------------------------|-----------------------------------|------------------------------|------------------------------|-----------------------------------|
| Q MAINTAINING AN/ALM-204 TEST STATIONS | * | 19 | * | * | * | * | * |
| R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs | 13 | * | * | * | * | * | * |
| S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs | 11 | * | * | * | 1 | * | * |
| T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | 1 | * | * |
| U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs | 3 | * | 5 | * | 1 | * | * |
| V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | * | * | * |
| W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs | * | * | * | * | * | * | * |
| X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs | * | * | * | * | * | * | 2 |
| Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs | 30 | * | * | * | * | * | * |
| Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS | 9 | 9 | 18 | 39 | 8 | 33 | * |

* Denotes Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 4

SELECTED BACKGROUND DATA FOR AFSC 2A0X1A CAREER LADDER JOBS

| | TISS MAINT (STG092) | ANTENNA AND I&C MAINT (STG064) | MICROWAVE STATION MAINT (STG094) | DYNAMIC TEST STATIONS (STG122) | AIS/R EQUIP MAINT (STG052) | EW TEST STATIONS (STG127) | DISPLAYS AND COMPUTER STATIONS (STG095) |
|-------------------------------------|------------------------|---|---|---|-------------------------------------|---------------------------------|---|
| NUMBER IN GROUP | 136 | 174 | 17 | 15 | 74 | 27 | 233 |
| % OF SAMPLE | 14 | 18 | 2 | 2 | 8 | 3 | 24 |
| % IN CONUS | 60 | 64 | 71 | 100 | 99 | 100 | 68 |
| % REGULAR AF | 92 | 83 | 94 | 100 | 100 | 100 | 90 |
| DAFSC % | | | | | | | |
| DISTRIBUTION: | | | | | | | |
| 2A031A | 38 | 41 | 59 | 13 | 49 | 41 | 33 |
| 2A051A | 53 | 44 | 24 | 60 | 39 | 52 | 55 |
| 2A071A | 9 | 14 | 18 | 27 | 12 | 7 | 12 |
| PREDOMINANT PAYGRADE(S) | E-4 | E-3 | E-3 | E-5 | E-5 | E-4/5 | E-3/4 |
| AVG MONTHS IN SERVICE (TAFMS) | 76 | 82 | 60 | 108 | 68 | 65 | 81 |
| % IN FIRST ENLISTMENT | 49 | 49 | 65 | 20 | 54 | 56 | 42 |
| AVG NUMBER OF TASKS | 110 | 155 | 65 | 81 | 124 | 129 | 195 |
| PERFORMED PERCENT SUPERVISING | 35 | 37 | 24 | 47 | 47 | 33 | 39 |

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR AFSC 2A0X1A CAREER LADDER JOBS

| MOBILE ELECTRONIC STATIONS (STG108) | EF-111 MAINT (STG189) | CIRCUIT CARD REPAIR (STG083) | PRODUCTION CONTROL (STG046) | SUPERVISION (STG096) | UNIT TRAINING (STG130) | TECHNICAL TRAINING (STG086) |
|--|-----------------------------|------------------------------------|-----------------------------------|-------------------------|------------------------------|-----------------------------------|
| NUMBER IN GROUP | 11 | 6 | 15 | 110 | 5 | 15 |
| % OF SAMPLE | 1 | * | 2 | 11 | * | 2 |
| % IN CONUS | 100 | 33 | 87 | 70 | 60 | 100 |
| % REGULAR AF | 100 | 100 | 100 | 97 | 100 | 100 |
| DAFSC % | | | | | | |
| DISTRIBUTION: | | | | | | |
| 2A031A | 24 | 17 | 7 | * | 20 | * |
| 2A051A | 62 | 83 | 60 | 12 | 40 | 27 |
| 2A071A | 14 | * | 33 | 88 | 40 | 73 |
| PREDOMINANT PAYGRADE(S) | E-5 | E-4/5 | E-4/5/6 | E-7 | E-6 | E-6 |
| AVG MONTHS IN SERVICE (TAFMS) | 97 | 84 | 137 | 187 | 110 | 148 |
| % IN FIRST ENLISTMENT | 24 | 17 | 7 | * | 20 | * |
| AVG NUMBER OF TASKS | 188 | 41 | 38 | 111 | 24 | 22 |
| PERFORMED PERCENT SUPERVISING | 62 | 62 | 33 | 95 | 20 | 47 |

* Less than 1 percent

NOTE: Columns may not total 100 percent due to rounding

II. ANTENNA AND INDICATORS AND CONTROLS (I&C) TEST STATION MAINTENANCE CLUSTER (STG064, N=174). The personnel in this cluster spend a large amount (20 percent) of their time maintaining F-15 Antenna A and B test stations and assigned LRUs, and 17 percent of their time is spent maintaining F-15 indicators and controls test stations and assigned LRUs. This is what distinguishes them from the other jobs; no other job or cluster spends more than 5 percent of their time on these duties. Thirty-one percent of their time spent performing general avionics maintenance tasks. There are three jobs within this cluster: the first deals with antenna A and B test stations; the second relates to I&C test stations; and the third also works with I&C test stations, but performs only one-third of the tasks performed by the other I&C job. Commonly performed tasks include:

- operationally check radar transmitters (011/111s)
- operationally check radar antennas (031s)
- repair 031s
- troubleshoot 011/111s
- operationally check integrated communications control panels (ICCPs)
- access Core Automated Maintenance System (CAMS) menus and data screens
- troubleshoot 031s

Personnel in this job average 82 months TAFMS. Forty-nine percent of the incumbents are in their first enlistment. Forty-four percent hold the 5-skill level. The predominant paygrade of job incumbents is E-3. This cluster has the highest number of ANG members and its members comprise 16 percent of the sample.

III. MICROWAVE TEST STATION MAINTENANCE JOB (STG094, N=17). Members in this job are unique in the amount of time they spend working with microwave test stations and radar data processors (081/082s). Tasks include operational and confidence tests, as well as troubleshooting and repair. They spend 30 percent of their time on tasks from Duty T (Maintaining F-15 Microwave Test Stations and Assigned LRUs). The few individuals in this specialized job perform a relatively small number of tasks. The job is specific to the F-15 aircraft. Some common tasks include:

- confidence test microwave test stations (MTSs)
- operationally check MTSs
- perform microwave harmonization procedures
- perform electrostatic discharge procedures
- troubleshoot 081/082s
- access CAMS menus and data screens

Job incumbents average 60 months TAFMS, and 71 percent are located in the CONUS. The dominant paygrade is E-3, and 59 percent hold the 3-skill level. They perform, on average, 65 JI tasks. Ninety-four percent of the members are Regular AF.

IV. DYNAMIC TEST STATION MAINTENANCE JOB (STG122, N=15). Members of this job work exclusively with E/F-111 aircraft avionics and are all assigned to Cannon AFB. They are distinguished from the rest of the E/F-111 aircraft avionics members as they work with initial reference units (IRUs), navigation computer units (NCUs), and inertial navigation systems (INSs). Incumbents spend 31 percent of their time on tasks related to dynamic test stations. Some representative tasks for the job include:

- troubleshoot IRUs
- calibrate IRUs
- operationally check IRUs
- remove or replace LRU minor hardware
- remove or replace IRU SRUs
- remove or replace IRU components
- troubleshoot AJN-16 NCUs

Members perform an average of 81 tasks and have an average of 108 months TAFMS. The predominant paygrade is E-5, and 100 percent of the members are assigned to ACC. Sixty percent of the members possess the 5-skill level. There are no personnel assigned to the ANG in this job.

V. AVIONIC INTERMEDIATE SHOP/REPLACEMENT (AIS/R) EQUIPMENT MAINTENANCE CLUSTER (STG052, N=74). Members of this cluster are defined by the aircraft they support. They work on E/F-111 aircraft avionics, other than the dynamic or electronic warfare test stations. One-hundred percent of incumbents are assigned to ACC, stationed at Cannon AFB. Members spend 21 percent of their time working on AIS/R LRUs. They also spend a total of 20 percent of their time working with AIS/R computer test stations, AIS/R common core tester replaceable units, AIS/R video test stations, and AIS/R radio frequency test stations. There are three jobs within this cluster. Each is defined by an emphasis in a particular area of the E/F-111 aircraft avionics, though there is a large core of common tasks. The first job focuses on computer test stations, the second on radio frequency test stations, and the third on receiver-transmitters. Some common tasks include:

- use AIS/R software systems
- perform wraparound tests
- perform self-tests of power control monitors

- remove or replace avionic test set calibrator set (ATSCS) tester replaceable units (TRUs)
- troubleshoot fuel and trim assemblies
- confidence test AIS/R computer test stations
- troubleshoot ATSCSs

Forty percent of the members of this cluster hold the rank of E-5 and the average TAFMS is 68 months. Members perform an average of 124 tasks. One-hundred percent of this cluster is comprised of Regular AF members.

VI. ELECTRONIC WARFARE TEST STATION MAINTENANCE JOB (STG127, N=27). This job also deals with E/F-111 aircraft avionics, but incumbents spend 36 percent of their time working with electronic warfare (EW) test stations and assigned LRUs and 7 percent with AIS/R EW test stations. No other career field members spend even 1 percent of their time on EW test stations. Members do spend a total of 7 percent of their time working with other AIS/R units, but the strong emphasis on EW sets them apart from the above cluster. Some common tasks for this job include:

- operationally check AN/ALR-62 (V3) forward radar receivers
- align AN/ALR-62 forward radar receivers
- operationally check AN/ALR-62 (V4) multichannel receivers (MCRs)
- troubleshoot AN/ALR-62 (V4) MCRs
- troubleshoot AN/ALR-62 (V3) forward radar receivers
- align AN/ALR-62 MCRs

Members perform an average of 129 tasks, have an average of 65 months TAFMS, and are 37 percent E-4 and 33 percent E-3. One-hundred percent are assigned to ACC, are Regular AF, and are stationed at Cannon AFB.

VII. F-15 DISPLAYS AND COMPUTERS TEST STATION MAINTENANCE JOB (STG095, N=233). Members of this job were separated from all others because of their work with F-15 aircraft display test stations and computer test stations. The primary emphasis is on display test stations (24 percent time spent versus 16 percent for computer test stations). Nine percent of their time is also spent on microwave test stations. Members of this largest group also spend time on general avionics maintenance tasks (24 percent). Some representative tasks for this job include:

- perform electrostatic discharge procedures
- access CAMS menus and data screens
- confidence test displays test stations (DTSS)
- confidence test microwave test stations (MTSS)
- operationally check DTSS
- troubleshoot multipurpose color displays (MPCDs)

Members performed an average of 195 tasks. The members of this job are junior; 33 percent of job incumbents hold the rank of E-4 and 32 percent are E-3s; the average TAFMS is 81 months. Forty-six percent of the incumbents are assigned to ACC and 39 percent supervise at least 1 person. Ten percent of job incumbents identified themselves as being ANG Technicians.

VIII. MOBILE ELECTRONIC TEST SET MAINTENANCE JOB (STG108, N=11).

Members of this small job are responsible for maintaining mobile test sets, especially remote map readers (RMRs), up front control panels, and engine monitor displays. They spend 30 percent of their time on these tasks. Every member of this job maintains F-15E avionic test stations, 36 percent maintain C and D model test stations, and 18 percent maintain A and B model stations. Some tasks for this job are:

- troubleshoot RMRs
- operationally check RMRs
- repair UFCPs
- operationally check UFCPs
- repair RMRs
- troubleshoot UFCPs

Members perform an average of 85 tasks and average 46 months TAFMS. Nine members hold the E-3 paygrade and 10 are assigned to ACC. Nine of the 11 are stationed at either Seymour-Johnson or Nellis AFB. Members are entirely Regular AF.

IX. EF-111 EQUIPMENT MAINTENANCE JOB (STG189, N=29). These individuals are distinct from others in that they maintain the EF-111 specific test stations and assigned LRUs. Fifty-six percent of their time is spent on either ALQ-99 electronic countermeasures set LRUs or AN/ALM-204 test stations. All members are assigned to ACC and are stationed at Cannon AFB. They perform an average of 188 tasks such as:

- perform confidence and comprehensive periodic self-tests of AN/ALM-204 test stations
- troubleshoot AN/ALM-204 test stations self-test failures

- troubleshoot transmitter bands 4, 5/6, 7, and 8
- operationally check central instrumentation and control consoles
- repair multiple matrix switches (MMSs)
- troubleshoot MMSs

The average TAFMS is 97 months and the dominant paygrade is E-5 (41 percent). One-hundred percent of the members are Regular AF.

X. CIRCUIT CARD REPAIR JOB (STG083, N=6). Members of this specialized job are participating in the Gold Flag program. Ten other individuals identified themselves through write-in comments as participating in the Gold Flag program; they were somewhat dissimilar from these six and were therefore not grouped together by the computer. Members perform an average of only 41 tasks. Several specialized pieces of equipment are used on the job, such as Huntron trackers and probers and PACE 2000 kits. They spend most of their time on tasks related to circuit card repair. Common tasks include:

- troubleshoot circuit cards
- remove or replace circuit components
- solder components
- perform ESD procedures
- interpret system diagrams or schematics

They average 84 months TAFMS and are divided equally between the E-4 and E-5 paygrades. All members identified themselves as Regular AF.

XI. PRODUCTION CONTROL CLUSTER (STG046, N=22). Members of this cluster perform tasks related to supply and work production. This is the first group to perform nontechnical work. Seventy-seven percent list repair cycle monitor for a job title and 91 percent describe their primary work area as repair cycle monitor section. The two jobs in this cluster are differentiated by the degree to which CAMS is used in the course of the job. The jobs are highly specialized, involving an average of only 33 tasks. Representative tasks are:

- use FEDLOG databases
- process DIFM items
- maintain supply products, such as D04, D18, D19, and M30
- verify mission capability (MICAP) conditions

- access core automated maintenance system (CAMS)
 - menus and data screens
- maintain due-in-from-maintenance (DIFM)
 - transactions rosters

Members of this cluster are more senior, averaging 139 TAFMS, and are predominately from ACC. Sixty-four percent are either E-4 or E-5, and all are Regular AF.

XII. SUPERVISION JOB (STG096, N=110). As with most career ladders, there are more senior personnel who are involved with supervision at a variety of levels. Job titles include Team Leader, Shop Chief, Assistant NCOIC, and Production Supervisor. Fifty-six percent of their time is spent on supervisory tasks from Duties A, B, and C, and almost no time is spent on technical tasks. Some common tasks include:

- write EPRs
- supervise Avionics Test Station and Component Craftsman,
F-15/F-111 (AFSC 2A071A)
- determine work priorities
- interpret policies, directives, or procedures for subordinates
- establish performance standards for subordinates
- inspect personnel for compliance with military standards

The most common paygrade is E-7 (50 percent) and 52 percent are assigned to ACC. The average member performs 111 tasks and the average TAFMS is 187 months. Three percent are in the ANG.

XIII. UNIT TRAINING JOB (STG130, N=5). This small group is involved with training new members after arrival at the gaining units. They handle OJT and, in particular, CAMS training. They only perform 24 tasks on average, and are distinguished by spending 78 percent of their time on OJT or CAMS training. Some examples of tasks are:

- conduct CAMS training status inquiries
- plan or schedule training, such as OJT and ancillary
training
- maintain training records, charts, graphs, or reports
- determine CAMS training requirements
- schedule CAMS training
- direct or implement training programs

Members average 110 months TAFMS and primarily hold the rank of E-6. Most are assigned to ACC (60 percent). Eighty percent of members do not use any specialized tools or equipment. All members are in the Regular AF.

XIV. TECHNICAL SCHOOL TRAINING JOB (STG086, N=15). In contrast to the unit training job, these members are responsible for developing and administering formal resident course training. They spend 66 percent of their time on tasks related to technical school training. All are assigned to AETC and are stationed at Sheppard AFB. Representative tasks include:

- develop resident course training materials
- write test questions
- administer or score tests
- develop performance tests
- maintain training records, charts, graphs, or reports
- evaluate progress of trainees

Members perform an average of 22 tasks and have an average TAFMS of 148 months. Forty-seven percent supervise at least one individual. There are no ANG members in this job.

Comparison of Current Jobs to Previous Survey Findings

The results of the specialty job analysis were compared to those of the last Avionics Test Stations and Components F-15/F-111 OSRs published in 1990 and 1991. Although the job titles vary between the two studies, generally the tasks that personnel performed in the previous two OSRs are found in the current study. As shown in Table 5, the majority of the jobs identified previously were also identified in this study, though there are some exceptions. The Avionics Technicians job from the 451X4 study was not identified in this case; the tasks which comprise that job, however, were found throughout the current study. The Penetration Aids Maintenance Technician job from the 451X6 OSR was not found in the present study. The primary piece of equipment maintained in that job, the AN/ALQ-94 was not included in the present study. In addition, three jobs, Dynamic Test Station Maintenance, Mobile Electronic Test Set Maintenance, and Circuit Card Repair were identified in the current study, but not found in either of the prior two.

Summary

The clusters and jobs identified in the current study clearly differentiate between the aircraft supported, as well as between the areas of specialization within each aircraft. On the other hand, there is a large core of tasks which are common to almost all the technical jobs identified. The

TABLE 5

COMPARISON OF JOB GROUPS IN CURRENT STUDY
TO PREVIOUS STUDIES

| 1995 STUDY (AFSC 2A0X1A) (N=986) | 1990 STUDY (AFSC 451X4) (N=832) | 1991 STUDY (AFSC 451X6) (N=804) |
|---|--|--|
| F-15 Displays and Computer Test Station Maintenance | Automatic Test Station Cluster Computer Test Station (LRU Only) Computer Test Station | Automatic Test Station Production Technician Cluster |
| Microwave Test Station Maintenance | Displays Test Station Microwave Test Station | |
| Production Control Cluster | Due-In-For-Maintenance (DIFM) Monitor Quality Assurance or Quality Control (QA/QC) Inspector | Production Controller Support Personnel Cluster |
| Electronic Warfare Test Station Maintenance TISS Maintenance | Manual or Electronic Warfare Test Station Cluster TITE (TRU Only) TITE Technicians | Manual and Electronic Warfare Maintenance Technician Cluster |
| Antenna and I&C Maintenance Cluster | Antenna A and B Test Station | |
| Supervision | Team Leaders Supervisory Cluster | Supervisory Cluster Automatic Test Station Production Team Leader Cluster |
| Technical School Training Unit Training | Training Cluster | Technical Training Instructor Cluster |
| EF-111 Equipment Maintenance | | Electronic Countermeasures Maintenance Technician Cluster AN/ALM-204 Test Station and LRU Maintenance Technician Cluster |
| Avionic Intermediate Shop/Replacement Equipment Maintenance | | Avionic Receiver-Transmitter-Modulator Maintenance Technician JT Avionic Intermediate Shop/Replacement Operations Maintenance Technician Cluster |
| Dynamic Test Station Maintenance Mobile Electronic Test Set Maintenance Circuit Card Repair | | Penetration Aids Maintenance Technician JT |
| | Avionics Technicians | |

jobs identified are generally the same as those found in the previous surveys, with a few differences due to new programs and equipment. The majority of Guardsmen were found in one of three jobs: TISS Maintenance Job, Antenna and I&C Maintenance Cluster, and F-15 Displays and Computer Test Stations Job. These three jobs accounted for 86 percent of the ANG members surveyed. Within these jobs, ANG members accomplish approximately the same tasks as their Active counterparts.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may be used to evaluate how well career ladder documents, such as the CFETP, AFMAN 36-2108 *Specialty Description*, and the STS reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups.

A typical pattern of progression is noted within the AFSC 2A0X1A career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time performing general maintenance and maintaining F-15 aircraft test stations and assigned LRUs. As incumbents move up to the 7-skill level, higher percentages perform supervision and training functions, and they spend much less time on maintenance activities (see Tables 6 and 7).

Skill-Level Descriptions

DAFSC 2A031A. The 297 airmen in the 3-skill level group, representing 30 percent of the survey sample, spend most of their job time on general avionics maintenance and F-15 aircraft computer, display, microwave, and antenna test stations (see Table 7). Forty-four percent are working in either the F-15 Displays and Computers Test Station Maintenance Job or in the TISS Maintenance Job (see Table 6). The focus of their job is shown by Table 8, which lists representative tasks performed by 3-skill level incumbents. Most tasks listed relate to Duty F, Performing General Avionics Maintenance.

DAFSC 2A051A. The 422 airmen in the 5-skill level group represent 43 percent of the total survey sample. As with 3-skill level personnel, the largest percentages of these incumbents are working in either the Antenna and I&C Maintenance Cluster or the F-15 Displays and

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS

| JOB | DAFSC 2A031A (N=297) | DAFSC 2A051A (N=422) | DAFSC 2A071A (N=267) |
|---|----------------------------|----------------------------|----------------------------|
| | % | % | % |
| I. TISS Maintenance (STG092) | 18 | 17 | 4 |
| II. Antenna and I&C Maint (STG064) | 2 | 17 | 9 |
| III. Microwave Test Station Maintenance (STG094) | 3 | * | 1 |
| IV. Dynamic Test Station Maintenance (STG122) | 0 | 2 | 1 |
| V. AIS/R Equipment Maint (STG052) | 12 | 7 | 3 |
| VI. Electronic Warfare Test Station Maintenance (STG127) | 4 | 3 | * |
| VII. F-15 Displays and Computers Test Station Maintenance (STG095) | 26 | 30 | 10 |
| VIII. Mobile Electronic Test Set Maintenance (STG108) | 3 | * | 0 |
| IX. EF-111 (STG189) | 2 | 4 | 1 |
| X. Circuit Card Repair (STG083) | * | 1 | 0 |
| XI. Production Control (STG046) | * | 3 | 3 |
| XII. Supervision (STG096) | 0 | 3 | 36 |
| XIII. Unit Training (STG130) | * | * | * |
| XIV. Technical School Training (STG086) | 0 | * | 4 |
| Not Grouped | 30 | 13 | 29 |

* Denotes less than 1 percent

NOTE: Columns may not total 100 percent due to rounding

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

| DUTIES | DAFSC 2A031A (N=297) | DAFSC 2A051A (N=422) | DAFSC 2A071A (N=267) |
|---|----------------------------|----------------------------|----------------------------|
| A ORGANIZING AND PLANNING | * | 4 | 14 |
| B DIRECTING AND IMPLEMENTING | * | 3 | 13 |
| C INSPECTING AND EVALUATING | * | 3 | 14 |
| D TRAINING | * | 4 | 12 |
| E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 | 8 | 11 |
| F PERFORMING GENERAL AVIONICS MAINTENANCE | 30 | 25 | 12 |
| G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AIS/R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs) | 1 | * | * |
| H MAINTAINING DYNAMIC TEST SETS | * | * | * |
| I MAINTAINING AIS/R COMPUTER TEST STATIONS | 1 | * | * |
| J MAINTAINING AIS/R VIDEO TEST STATIONS | * | * | * |
| K MAINTAINING AIS/R ELECTRONIC WARFARE TEST STATIONS | * | * | * |
| L MAINTAINING AIS/R RADIO FREQUENCY TEST STATIONS | * | * | * |
| M MAINTAINING AIS/R LINE REPLACEABLE UNITS (LRUs) | 4 | 2 | * |
| N MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUs | * | * | * |
| O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs | 1 | 2 | * |
| P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs | 1 | 1 | * |
| Q MAINTAINING AN/ALM-204 TEST STATIONS | * | * | * |
| R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs | 5 | 5 | 2 |
| S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs | 9 | 7 | 2 |
| T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs | 4 | 4 | 2 |
| U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs | 7 | 4 | 2 |
| V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs | * | * | * |
| W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs | 4 | 4 | 2 |
| X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs | 8 | 7 | 2 |
| Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs | 2 | 1 | * |
| Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS | 9 | 9 | 7 |

NOTE: Columns may not add exactly to 100 percent due to rounding

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A031A PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=297) |
|---|---|
| Z1313 Access core automated maintenance system (CAMS menus and data screens) | 91 |
| F170 Clean test stations or test station equipment | 90 |
| F169 Clean shop facilities | 87 |
| F224 Perform periodic inspections of test stations | 86 |
| F222 Perform electrostatic discharge (ESD) procedures | 86 |
| Z1318 Clear or close out completed maintenance discrepancies in CAMS | 84 |
| F245 Remove or replace LRU minor hardware | 82 |
| F221 Perform corrosion control on test station, test equipment, or LRUs | 81 |
| F254 Remove or replace test station minor hardware | 78 |
| F246 Remove or replace LRU pins or connectors | 77 |
| E144 Use FEDLOG databases | 77 |
| Z1316 Change CAMS workcenter event narratives | 74 |
| F255 Remove or replace test station pins or connectors | 73 |
| F250 Remove or replace power supplies | 73 |
| F275 Solder components | 69 |
| F232 Prepare equipment for turn-in | 68 |
| F180 Inspect and clean simulators, mock-ups, or LRUs | 68 |
| F171 Conduct scheduled inventories of test stations, cabinets, rollaways, simulators, or mock-ups | 62 |
| F223 Perform functional checks or test and inspection (T and I) of LRUs issued from supply | 61 |
| Z1320 Conduct CAMS interface with base supply | 60 |
| F220 Pack or unpack LRUs for storage, shipment, or climatic conditions | 60 |
| E112 Inventory tools, such as consolidated tool kits, (CTKs) and tool room chits | 56 |
| Z1314 Analyze CAMS data | 56 |
| F229 Perform safety wiring | 56 |
| F163 Boot up computers | 52 |
| E133 Perform periodic or routine inspections of tools | 51 |
| F162 Apply safety precautions during maintenance | 48 |

Computers Test Station Maintenance Job (48 percent). However, a substantial percent work in the TISS Maintenance Job (17 percent). Time in duties show an increase of time spent on supervisory duties (see Table 7).

Representative tasks performed by 5-skill level incumbents are listed in Table 9. Table 10 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. Figures show the jobs are quite similar, except that in addition to the technical tasks, 5-skill level personnel perform some supervisory tasks.

DAFSC 2A071A. The 267 7-skill level personnel represent 27 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, these personnel spend the largest percentage of their time on supervisory activities (41 percent versus less than 1 percent and 10 percent for the 3- and 5- skill levels, respectively) (see Table 7). The majority (36 percent) of 7-skill level personnel perform the Supervision Job (see Table 6). Table 11 lists the most common tasks performed by 7-skill level personnel. Most of these involve supervisory functions; very few tasks performed by 7-skill level personnel are technical. Table 12 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, the key differences are a greater emphasis on supervisory and administrative functions and significantly less emphasis on technical tasks at the 7-skill level.

Summary

Progression in this career ladder follows a normal pattern of highly technical job focus at the lower skill levels with a broadening into supervision at the 7-skill level. Emphasis is seen in performing three primary jobs at the 3- and 5-skill levels, the Antenna and I&C Maintenance Cluster, the Displays and Computers Test Station Job, and the TISS Maintenance Job.

ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION*

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for Avionics Test Stations and Components, F-15/F-111, effective 31 October 1994. This specialty description is intended to provide a broad overview of the duties and responsibilities of each skill level. In general, the specialty description covers tasks and jobs performed by career ladder personnel. It should be noted, however, that the AFMAN 36-2108 *Specialty Description* does not specify duties and responsibilities for each skill level, so a detailed analysis is not possible.

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A051A PERSONNEL

| TASKS | PERCENT MEMBERS PERFORMING (N=422) |
|---|---|
| Z1313 Access core automated maintenance system (CAMS) menus and data screens | 87 |
| F170 Clean test stations or test station equipment | 82 |
| F169 Clean shop facilities | 84 |
| F224 Perform periodic inspections of test stations | 80 |
| F222 Perform electrostatic discharge (ESD) procedures | 81 |
| Z1318 Clear or close out completed maintenance discrepancies in CAMS | 84 |
| F245 Remove or replace LRU minor hardware | 79 |
| F221 Perform corrosion control on test stations, test equipment, or LRUs | 75 |
| F254 Remove or replace test station minor hardware | 80 |
| F246 Remove or replace LRU pins or connectors | 74 |
| E144 Use FEDLOG databases | 83 |
| Z1316 Change CAMS workcenter event narratives | 75 |
| F255 Remove or replace test station pins or connectors | 76 |
| F250 Remove or replace power supplies | 73 |
| F275 Solder components | 68 |
| F232 Prepare equipment for turn-in | 61 |
| F180 Inspect and clean simulators, mock-ups, or LRUs | 71 |
| B49 Supervise Avionic Test Station and Component Apprentice, F-15/F-111 (AFSC 2A031A) | 56 |
| D86 Conduct OJT | 56 |
| Z1320 Conduct CAMS interface with base supply | 69 |
| E137 Process DIFM items | 48 |
| E112 Inventory tools, such as consolidated tool kits, (CTKs) and tool room chits | 75 |
| F184 Interpret system diagrams or schematics | 57 |
| F241 Remove or replace circuit components | 63 |
| F163 Boot up computers | 62 |
| Z1327 Defer equipment maintenance records in CAMS | 66 |
| F162 Apply safety precautions during maintenance | 60 |
| E134 Perform shift security checks of tools, equipment, or facilities | 60 |

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2A031A AND DAFSC 2A051A PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | 2A031A (N=297) | 2A051A (N=422) | DIFFERENCE |
|--|-------------------|-------------------|------------|
| B49 Supervise Avionics Test Station and Component Apprentice, F-15/F-111 (AFSC 2A031A) | 3 | 56 | -53 |
| D86 Conduct OJT | 5 | 56 | -51 |
| A8 Determine work priorities | 16 | 58 | -42 |
| D89 Counsel trainees on training progress | 1 | 43 | -42 |
| C78 Write EPRs | 0 | 40 | -40 |
| A1 Assign maintenance and repair work | 10 | 50 | -40 |
| D99 Evaluate progress of trainees | 0 | 38 | -38 |
| C56 Conduct performance feedback worksheet sessions | 0 | 37 | -37 |
| D84 Certify or decertify personnel on task qualification | 1 | 17 | -36 |
| B50 Supervise Avionics Test Station and Component Journeyman, F-15/F-111 (AFSC 2A051A) | 0 | 35 | -35 |
| B31 Counsel personnel on personal or military-related matters | 2 | 36 | -34 |
| D101 Maintain training records, charts, graphs, or reports | 13 | 46 | -33 |
| A21 Plan or schedule work priorities | 4 | 34 | -30 |

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 2A071A PERSONNEL

| TASKS | | PERCENT MEMBERS PERFORMING (N=267) |
|-------|--|---|
| A8 | Determine work priorities | 72 |
| B31 | Counsel personnel on personal or military-related matters | 70 |
| C78 | Write EPRs | 69 |
| C79 | Write recommendations for awards and decorations | 67 |
| C72 | Inspect personnel for compliance with military standards | 66 |
| E144 | Use FEDLOG databases | 66 |
| C56 | Conduct performance feedback worksheet sessions | 65 |
| B46 | Interpret policies, directives, or procedures for subordinates | 64 |
| A1 | Assign maintenance and repair work | 63 |
| A5 | Coordinate maintenance work with appropriate personnel or agencies | 62 |
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 62 |
| A21 | Plan or schedule work priorities | 61 |
| B50 | Supervise Avionics Test Station and Component Journeyman, F-15/F-111 (AFSC 2A051A) | 59 |
| D99 | Evaluate progress of trainees | 59 |
| C62 | Evaluate personnel for compliance with performance standards or TOs | 58 |
| A16 | Establish performance standards for subordinates | 58 |
| B33 | Direct in-shop maintenance activities | 58 |
| D101 | Maintain training records, charts, graphs, or reports | 57 |
| A20 | Plan or schedule work assignments | 56 |
| E109 | Compile data for reports | 54 |
| C73 | Inspect shop maintenance actions | 53 |
| B51 | Supervise Avionics Test Station and Component Craftsman, F-15/F-111 (AFSC 2A071A) | 50 |
| A6 | Determine logistics requirements, such as space, personnel, or equipment | 48 |
| Z1314 | Analyze CAMS data | 47 |
| A18 | Plan briefings | 38 |

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2A051A AND DAFSC 2A071A PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | 2A051A (N=422) | 2A071A (N=267) | DIFFERENCE |
|---|-------------------|-------------------|------------|
| F254 Remove or replace test station minor hardware | 80 | 37 | 43 |
| F169 Clean shop facilities | 84 | 42 | 42 |
| F170 Clean test stations or test station equipment | 82 | 40 | 42 |
| F222 Perform electrostatic discharge (ESD) procedures | 81 | 39 | 42 |
| F245 Remove or replace LRU minor hardware | 79 | 38 | 41 |
| F246 Remove or replace LRU pins or connectors | 74 | 33 | 41 |
| C79 Write recommendations for awards and decorations | 25 | 67 | -42 |
| B51 Supervise Avionics Test Station and Component Craftsman, F-15/F-111 (AFSC 2A071A) | 10 | 50 | -40 |
| A25 Schedule personnel for leave or temporary duty (TDY) assignments | 5 | 43 | -38 |
| A6 Determine logistics requirements, such as space, personnel, or equipment | 10 | 48 | -38 |
| B30 Conduct supervisory orientations of newly assigned personnel | 14 | 51 | -37 |
| B46 Interpret policies, directives, or procedures for subordinates | 27 | 64 | -37 |

MAJCOM GROUPS

Percent members performing tasks in USAFE, AETC, PACAF, ACC, and AFMC were analyzed for differences. While the majority of the tasks performed do not vary between MAJCOMs, there were a few notable differences in tasks performed.

As might be expected, the members assigned to ACC perform some tasks which are not performed by members from other MAJCOMs. These tasks relate to F-111 aircraft and EF-111 aircraft specific equipment. In particular, tasks pertaining to the maintenance of ALQ-99 electronic countermeasures sets, AN/ALR-62 electronic warfare test stations, and AN/ALM-204 test stations were performed almost exclusively by members of ACC. Again, this is not surprising given that all E/F-111 aircraft are assigned to Cannon AFB, which is an ACC base. The percent members performing these tasks is low for all of ACC, but it is zero or near zero for all other MAJCOMs. See Table 13 for examples of tasks which differentiate between the MAJCOMs.

The other notable difference between MAJCOMs is in the tasks of Duty X, Maintaining TISS and assigned LRUs. Analysis indicates that none of the 53 individuals assigned to AFMC perform any of the tasks relating to TISS maintenance. This is in contrast to the approximately 25 percent of the members from USAFE and PACAF who perform these tasks (see Table 13).

TRAINING ANALYSIS

Occupational survey data represent one of many sources of information which are used to assist in the development of training programs for career ladder personnel. OSR data useful to training personnel include job descriptions for the various jobs performed within a career ladder, distribution of personnel across career ladder jobs, percentages of personnel performing specific tasks, and percentages of personnel maintaining specific equipment or systems, as well as the difficulty of tasks and TE ratings gathered from senior members of the career ladder.

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can help technical school personnel decide which entry-level training tasks to emphasize. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank ordering of those tasks considered important for first-enlistment airman training (TE), and a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving

TABLE 13

SELECTED DAFSC 2A0X1A TASKS BY MAJCOM
(PERCENT MEMBERS PERFORMING)

| TASKS | USAFE | AETC | PACAF | ACC | AFMC |
|---|-------|------|-------|-----|------|
| O750 Align multiband exciters (MDEs) | 0 | 0 | 0 | 5 | 0 |
| O764 Operationally check jammer status panels | 0 | 0 | 1 | 5 | 0 |
| O765 Operationally check jamming subsystem (JSS) power on/off relays | 0 | 0 | 1 | 5 | 0 |
| O780 Perform hy-pot test of TWT and A2 assemblies in AN/ALQ-99 transmitters | 0 | 0 | 1 | 5 | 0 |
| P839 Align AN/ALR-62 (V3) CIs | 0 | 0 | 1 | 5 | 0 |
| P892 Troubleshoot AN/ALR-62 (V3) forward radar receivers | 0 | 0 | 1 | 5 | 0 |
| P902 Troubleshoot AN/ALR-62 (V4) MCRs | 0 | 0 | 1 | 5 | 0 |
| Q912 Align AN/ALM-204 test station TRUs | 1 | 0 | 0 | 5 | 0 |
| Q914 Operationally check central instrumentation and control consoles | 0 | 0 | 0 | 5 | 0 |
| Q924 Remove or replace AN/ALM-204 TRUs or SRUs | 1 | 0 | 0 | 6 | 0 |
| Q935 Troubleshoot AN/ALM-204 interface devices (Ids) and cables | 0 | 0 | 0 | 6 | 0 |
| X1247 Confidence test TISSs | 27 | 7 | 26 | 18 | 0 |
| X1264 Program test AN/ALR-56-C low-band receivers | 22 | 7 | 21 | 13 | 0 |
| X1274 Repair AN/ALR-56A/C high-band receivers | 20 | 8 | 23 | 15 | 0 |
| X1286 Troubleshoot AN/ALR-56A/C high-band receivers | 20 | 8 | 23 | 16 | 0 |

high task factor ratings but low percentages performing may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel. This decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To help training personnel focus on tasks which are most appropriate for entry-level training, an additional factor, the Automated Training Indicator (ATI), was assigned to each task in the inventory. A computer program considered percent first-enlistment members performing, TE and TD ratings, and the Course Training Decision Logic Table found in AETCR 52-22, Attachment 1, and assigned an ATI value to each task corresponding to the 18 training decisions on the table. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the TRAINING EXTRACT. Training personnel should focus on tasks with an ATI of 18, which suggests these tasks should be in the entry-level course.

Tasks having the highest TE ratings are listed in Table 14. Included for each task are the percentage of first-job and first-enlistment personnel performing and the TD rating. Tasks with the highest TE deal with general maintenance activities, such as safety precautions and ESD procedures. Some CAMS activities were also given high TE ratings. Some tasks relating to particular pieces of equipment, such as microwave test stations or display test stations were also rated well above average.

Table 15 lists the tasks having the highest TD ratings. The percentages of first-job, first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. The majority of tasks with high difficulty are not performed by high percentages of any group, but some tasks relating to TISSs are performed by at least 20 percent of first-enlistment and 5-skill level personnel, and have a fairly high TE rating. Several of the tasks with high TD values are related to the ALQ-99 electronic countermeasures test set or assigned LRUs. It is worth noting that while the TD raters did agree on which tasks were difficult, only a few raters contributed to the TD ratings for the tasks in Duty O.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TD and TE ratings, see the Task Factor Administration in the SURVEY METHODOLOGY section of this report.

First-Enlistment Personnel

In this study, there are 355 members in their first enlistment (1-48 months TAFMS), representing 36 percent of the survey sample. As displayed in Table 16, approximately 95 percent of their duty time is devoted to technical functions. Figure 2 shows how all first-enlistment personnel are distributed across the jobs identified in the SPECIALTY JOBS section of this report. Of the jobs identified, 29 percent of first-enlistment personnel are found in the

TABLE 14

DAFSC 2A0X1A TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

| TASKS | TNG EMP | PERCENT MEMBERS PERFORMING | | | | TSK DIFF |
|--|------------|----------------------------------|------------|------------|------------|-------------|
| | | 1ST JOB | 1ST ENL | 1ST ENL | 1ST ENL | |
| F162 Apply safety precautions during maintenance | 5.84 | 48 | 51 | | | 4.15 |
| F222 Perform electrostatic discharge (ESD) procedures | 5.77 | 88 | 86 | | | 3.97 |
| Z1313 Access core automated maintenance system (CAMS) menus and data screens | 5.41 | 90 | 91 | | | 3.68 |
| F275 Solder components | 4.95 | 70 | 70 | | | 4.78 |
| T1092 Perform microwave harmonization procedures | 4.82 | 16 | 22 | | | 6.32 |
| F176 Fabricate or rebuild cables | 4.75 | 57 | 66 | | | 5.18 |
| Z1318 Clear or close out completed maintenance discrepancies in CAMS | 4.73 | 80 | 85 | | | 4.13 |
| F184 Interpret system diagrams or schematics | 4.68 | 49 | 52 | | | 6.29 |
| E144 Use FEDLOG databases | 4.68 | 75 | 78 | | | 3.43 |
| E140 Report material deficiencies | 4.64 | 31 | 39 | | | 4.83 |
| F255 Remove or replace test station pins or connectors | 4.55 | 67 | 75 | | | 5.17 |
| T1089 Confidence test microwave test stations (MTSs) | 4.46 | 20 | 26 | | | 4.34 |
| E112 Inventory tools, such as consolidated tools kits (CTKs) | 4.46 | 60 | 59 | | | 3.27 |
| X1289 Troubleshoot TISSs | 4.41 | 16 | 21 | | | 8.02 |
| S1025 Confidence test displays test stations (DTSs) | 4.39 | 23 | 28 | | | 3.84 |
| F246 Remove or replace LRU pins or connectors | 4.29 | 75 | 78 | | | 5.04 |
| S1027 Operationally check DTSs | 4.25 | 23 | 27 | | | 5.16 |
| T1091 Operationally check MTSs | 4.25 | 18 | 24 | | | 5.04 |
| E141 Report software deficiencies | 4.23 | 20 | 21 | | | 5.07 |
| U1122 Operationally check radar antennas (031s) | 4.21 | 20 | 26 | | | 6.06 |
| U1124 Operationally check radar transmitters (011/111s) | 4.21 | 20 | 25 | | | 6.50 |

TD MEAN = 5.00; S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 15

DAFSC 2A0X1A TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

| TASKS | TASK DIFF | PERCENT MEMBERS PERFORMING | | | | | TNG EMP |
|-------|---|-------------------------------|------------|-----------------|-----------------|------|------------|
| | | 1ST JOB | 1ST ENL | DAFSC 2A051A | DAFSC 2A071A | | |
| O827 | Troubleshoot surveillance receiver groups | 3 | 1 | 4 | 1 | .07 | |
| O810 | Troubleshoot data processing groups | 1 | 1 | 4 | 1 | 0.0 | |
| O814 | Troubleshoot encoders | 3 | 2 | 4 | 1 | 0.0 | |
| X1289 | Troubleshoot TISSs | 16 | 21 | 21 | 10 | 4.41 | |
| H352 | Troubleshoot IRUs | 1 | 1 | 2 | 1 | 0.0 | |
| H336 | Operationally check IRUs | 1 | 1 | 2 | 1 | .20 | |
| O749 | Align encoders | 3 | 1 | 4 | 1 | .07 | |
| O830 | Troubleshoot transmitter bands 4, 5/6, 7, and 8 | 4 | 2 | 5 | 1 | .07 | |
| O801 | Repair RIRIs | 3 | 2 | 5 | 1 | 0.0 | |
| O825 | Troubleshoot RIRIs | 5 | 2 | 4 | 1 | 0.0 | |
| O820 | Troubleshoot MBEs | 4 | 2 | 5 | 1 | .07 | |
| J386 | Troubleshoot AIS/R video test stations | 8 | 6 | 4 | 2 | .32 | |
| M662 | Troubleshoot SPUs | 1 | 0 | 0 | 0 | 0.0 | |
| F263 | Repair Gould concept 32/27 computers | 2 | 2 | 4 | 2 | .36 | |
| L412 | Troubleshoot AIS/R RF test stations | 10 | 10 | 7 | 4 | .45 | |
| F291 | Troubleshoot DWG systems | 16 | 12 | 9 | 5 | .23 | |
| P836 | Align AN/ALR-62 forward radar receivers | 6 | 5 | 4 | 1 | .21 | |
| M513 | Operationally check SPUs | 1 | 0 | 0 | 0 | 0.0 | |
| J384 | Troubleshoot AIS/R video Test Station SRUs | 7 | 6 | 3 | 2 | .30 | |
| L410 | Troubleshoot AIS/R RF test station SRUs | 10 | 9 | 7 | 3 | .41 | |
| X1277 | Repair TISSs | 14 | 20 | 20 | 9 | 3.77 | |

TD MEAN = 5.00 S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 16

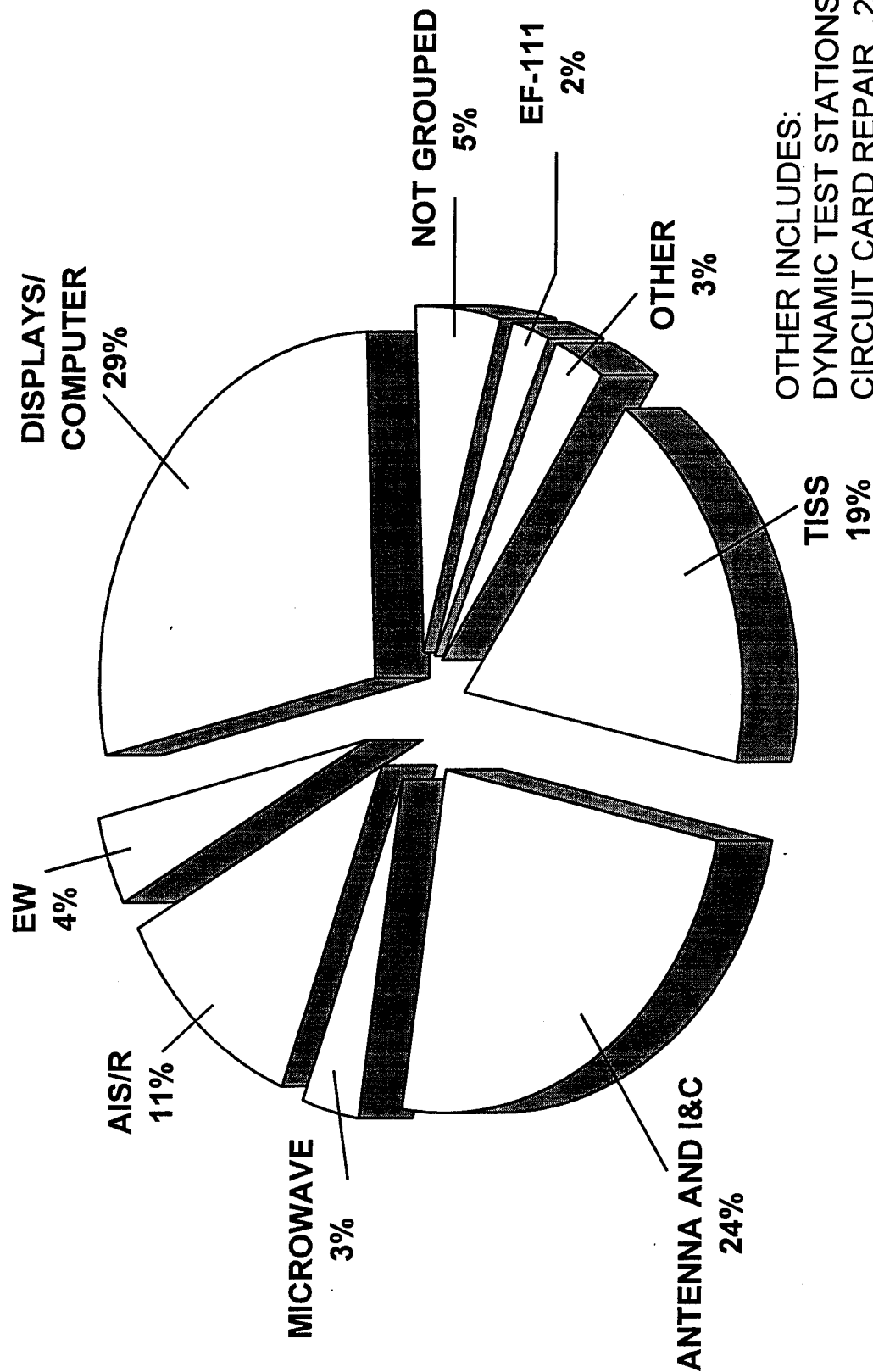
RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY
FIRST-ENLISTMENT AFSC 2A0X1A PERSONNEL (N=355)

| DUTIES | PERCENT TIME SPENT |
|---|--------------------------|
| A ORGANIZING AND PLANNING | * |
| B DIRECTING AND IMPLEMENTING | * |
| C INSPECTING AND EVALUATING | * |
| D TRAINING | * |
| E PERFORMING GENERAL ADMINISTRATIVE AND SUPPLY FUNCTIONS | 5 |
| F PERFORMING GENERAL AVIONICS MAINTENANCE | 29 |
| G MAINTAINING AVIONIC INTERMEDIATE SHIP/REPLACEMENT (AIS/R) COMMON CORE TESTER REPLACEABLE UNITS (TRUs) | 1 |
| H MAINTAINING DYNAMIC TEST SETS | * |
| I MAINTAINING AIS/R COMPUTER TEST STATIONS | 1 |
| J MAINTAINING AIS/R VIDEO TEST STATIONS | * |
| K MAINTAINING AIS/R ELECTRONIC WARFARE TEST STATIONS | * |
| L MAINTAINING AIS/R RADIO FREQUENCY TEST STATIONS | * |
| M MAINTAINING AIS/R LINE REPLACEABLE UNITS (LRUs) | 4 |
| N MAINTAINING MANUAL TEST SETS, MOCK-UPS, AND ASSIGNED LRUs | * |
| O MAINTAINING ALQ-99 ELECTRONIC COUNTERMEASURES SET LRUs | 1 |
| P MAINTAINING ELECTRONIC WARFARE TEST STATIONS AND ASSIGNED LRUs | 2 |
| Q MAINTAINING AN/ALM-204 TEST STATIONS | * |
| R MAINTAINING F-15 COMPUTER TEST STATIONS AND ASSIGNED LRUs | 5 |
| S MAINTAINING F-15 DISPLAYS TEST STATIONS AND ASSIGNED LRUs | 9 |
| T MAINTAINING F-15 MICROWAVE TEST STATIONS AND ASSIGNED LRUs | 4 |
| U MAINTAINING F-15 ANTENNA A AND B TEST STATIONS AND ASSIGNED LRUs | 7 |
| V MAINTAINING F-15 COMMUNICATION, NAVIGATION, AND IDENTIFICATION (CNI) TEST STATIONS AND ASSIGNED LRUs | * |
| W MAINTAINING F-15 INDICATORS AND CONTROLS TEST STATIONS AND ASSIGNED LRUs | 4 |
| X MAINTAINING TACTICAL ELECTRONIC WARFARE SYSTEMS (TEWS) INTERMEDIATE SUPPORT SYSTEMS (TISS) AND ASSIGNED LRUs | 9 |
| Y MAINTAINING MOBILE ELECTRONIC TEST STATIONS AND ASSIGNED LRUs | 2 |
| Z PERFORMING CORE AUTOMATED MAINTENANCE SYSTEM (CAMS) FUNCTIONS | 9 |

* Denotes less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

DISTRIBUTION OF 2A0X1A FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALITY JOBS (N=355)



OTHER INCLUDES:
 DYNAMIC TEST STATIONS 2%
 CIRCUIT CARD REPAIR .28%
 UNIT TRAINING .28%
 PRODUCTION CONTROL .28%
 SUPERVISION 0%
 TECHNICAL SCHOOL 0%

FIGURE 2

F-15 Displays and Computers Test Station Maintenance Job, 24 percent are in the Antenna and I&C Test Station Maintenance Cluster, and another 18 percent are in the TISS Maintenance Job; a total of 71 percent of first-enlistment personnel are found in these three areas.

Table 17 displays commonly performed tasks for first-enlistment personnel. The majority of tasks displayed involve general maintenance or CAMS activities. Equipment utilized by 30 percent or more of first-job or first-enlistment personnel are listed in Table 18.

Specialty Training Standard (STS)

In November 1995, training personnel from Sheppard AFB matched tasks in the JI to appropriate sections of the STS. A listing of the STS was then produced showing each STS paragraph and subparagraph, tasks matched, percent criterion group members performing, TE and TD ratings, and ATI. This listing is included in the **TRAINING EXTRACT** sent to the school for review. Criteria set forth in AETCR 52-22, Attachment 1, were used to review the relevance of each STS paragraph and subparagraph with matched tasks.

Any STS paragraph or subparagraph with matched tasks performed by 20 percent or more of first-job (1-24 months TAFMS), first-enlistment (1-48 months TAFMS), 5-, or 7-skill level members is considered to be supported and should be retained in the STS. General paragraphs, such as Security, AF Occupational Safety and Health Program, USAF Graduate Evaluation Program, Supervision, and Training (paragraphs 1 through 8) were not reviewed. Paragraphs 9 through 65 were thoroughly reviewed against OSR data. Due to the diverse nature of the career ladder, the standard TAFMS and DAFSC groups showed a very large number of STS items not supported. Therefore, the STS was evaluated using the major jobs as the criterion groups. This analysis gives a clearer picture of the support for the STS.

Nevertheless, there were still several areas of the STS which were not supported. Most of these nonsupported items have dashes for proficiency codes. Appendix B shows the nonsupported items. In many cases, these items fall between items which are well supported. For example, STS paragraph 3b(25)(b) calls for an operational check of the motion picture cameras assigned to the indicators and controls test station. A vast majority of the 41 LRUs/SRUs listed are supported, having tasks being done by more than 20 percent of the members of the Antenna and I&C Test Station Maintenance Cluster.

This pattern of nonsupport suggests that the nature of the STS is partially responsible for the results. The STS is a very complete document, being very detailed in listing specific equipment items. Collapsing several of these specific STS elements into fewer, more general items would increase the percent members performing for each element. The result would be increased compliance with the guidelines set forth in AETCR 52-22.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. There were several technical tasks performed by more than 20 percent of job group members not matched to the STS. Most of these are general tasks, though there are several

TABLE 17

MOST COMMONLY PERFORMED TASKS FOR
FIRST-ENLISTMENT 2A0X1A PERSONNEL

| TASKS | | PERCENT MEMBERS PERFORMING (N=355) |
|-------|---|---|
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 91 |
| F170 | Clean test stations or test equipment | 90 |
| F169 | Clean shop facilities | 88 |
| F222 | Perform electrostatic discharge (ESD) procedures | 86 |
| F224 | Perform periodic inspections of test stations | 86 |
| Z1318 | Clear or close out completed maintenance discrepancies in CAMS | 85 |
| F245 | Remove or replace LRU minor hardware | 83 |
| F221 | Perform corrosion control on test stations, test equipment, or LRUs | 82 |
| F254 | Remove or replace test station minor hardware | 79 |
| E144 | Use FEDLOG databases | 78 |
| F246 | Remove or replace LRU pins or connectors | 78 |
| F255 | Remove or replace test station pins or connectors | 75 |
| Z1316 | Change CAMS workcenter event narratives | 74 |
| F250 | Remove or replace power supplies | 73 |
| F180 | Inspect and clean simulators, mock-ups, or LRUs | 70 |
| F275 | Solder components | 70 |
| F232 | Prepare equipment for turn-in | 66 |
| F171 | Conduct scheduled inventories of test station, cabinets, rollaways, simulators, or mock-ups | 65 |
| F223 | Perform functional checks or test and inspection (T and I) or LRUs issued from supply | 63 |
| Z1320 | Conduct CAMS interface with base supply | 62 |
| F220 | Pack or unpack LRUs for storage, shipment, or climatic conditions | 60 |
| E112 | Inventory tools, such as consolidated tool kits (CTKs) and tool room chits | 59 |
| Z1314 | Analyze CAMS data | 56 |
| F163 | Boot up computers | 53 |
| E133 | Perform periodic or routine inspections of tools | 53 |
| F184 | Interpret system diagrams or schematics | 52 |
| F162 | Apply safety precautions during maintenance | 51 |

TABLE 18

EQUIPMENT ITEMS USED BY MORE THAN 30 PERCENT
OF FIRST-JOB OR FIRST-ENLISTMENT
AFSC 2A0X1A PERSONNEL

| EQUIPMENT | PERCENT MEMBERS USING | |
|-------------------------------|-----------------------|--------------------|
| | 2A0X1A | 2A0X1A |
| | 1ST JOB (N=147) | 1ST ENL (N=355) |
| Multimeters, Digital | 97 | 98 |
| Oscilloscopes | 95 | 96 |
| Counters, Frequency | 90 | 93 |
| Power Supplies | 81 | 83 |
| Generators, Signal | 80 | 82 |
| Meters, Power | 80 | 82 |
| Analyzers, Spectrum | 76 | 81 |
| Generators, Pulse | 70 | 74 |
| Cable Repair Kits | 56 | 58 |
| Multimeters, Analog | 54 | 60 |
| Meters, Power Radio Frequency | 50 | 56 |
| Counters, Timer | 37 | 45 |
| Meters, Phase Angle | 33 | 41 |
| Logic Probes | 30 | 26 |
| Meters, Power Output | 30 | 32 |
| Theodolites | 28 | 33 |
| Phasemeters | 27 | 35 |
| Photometers | 22 | 31 |

specific tasks also. The technical tasks not referenced can be found in Appendix B. The tasks shown there are in descending ATI order. Technical school personnel should review these tasks and determine if they are teaching steps or if they suggest topics that need to be added to the STS.

Plan of Instruction (POI)

At the same time the STS was matched to the task list, the POI was also matched in the same way. Any POI paragraph or subparagraph with matched tasks performed by 30 percent or more of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members is considered to be supported and should be retained in the POI. However, in this diverse specialty, there are several cases where the tasks matched to POI items did not have 30 percent members performing in either of these two groups. To better examine the POI paragraphs, the tasks matched were divided according to jobs. This analysis resulted in better support for the POI. There are only two paragraphs with tasks which do not have 30 percent of members of any job performing. These POI paragraphs can be found in Table 19.

Tasks not matched to any POI element are listed at the end of the POI computer listing. According to the criteria listed in ATCR 52-22, tasks with a percent members performing greater than 30 percent for either first-job or first-enlistment personnel should be examined closely for inclusion in the POI. There were only a few technical tasks which had greater than 30 percent members performing which were not referenced to the POI. These are listed in Table 20. The majority of the tasks are general in nature, and are probably inherent in other tasks.

JOB SATISFACTION ANALYSIS

An examination of responses to the job satisfaction questions can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. The survey booklet included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were then analyzed by making several comparisons: (1) among TAFMS groups of the Avionics Test Stations and Components F-15/F-111 career ladder and a comparative sample of personnel from other Logistics career ladders surveyed in 1994 (AFSCs 2A5X2, 2A6X4, 2A7X2, 2A7X4, 2E3X1, 2F0X1, and 2W1X1); (2) between current and previous survey experience groups; and (3) across specialty groups identified in the **SPECIALTY JOBS** section of the report.

Table 21 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Logistics AFSCs surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 2A0X1A personnel compares with

TABLE 19

POI ITEMS NOT SUPPORTED BY OSR DATA
(PERCENT MEMBERS PERFORMING)

| POI REFERENCE/TASKS | PERCENT MEMBERS PERFORMING | | | | | | | | |
|---|----------------------------|---------------|----------------|---------------|-------|----|----------|------------|------------|
| | TNG EMP | TISS MAINT | ANTNA MAINT | MICRO WAVE | AIS/R | EW | DISPLAYS | EF- 111 | TSK DIF |
| J377 Operationally check DTAs | .21 | .0 | .6 | .0 | 20.3 | .0 | 3.0 | .0 | 5.32 |
| XV3a. Using applicable technical data, perform selected portions of the DTA Operational Check. A maximum of two instructor assists are allowed. | | | | | | | | | |
| J377 Operationally check DTAs | .21 | .0 | .6 | .0 | 20.3 | .0 | 3.0 | .0 | 5.32 |
| XV4a. Using applicable technical data, perform selected portions of the ODS operational check. A maximum of two instructor assists are allowed | | | | | | | | | |
| M497 Operationally check LCOS ODSS | .00 | .0 | .0 | .0 | 1.4 | .0 | .0 | .0 | 4.88 |

TD MEAN = 5.00 S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 20

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
GROUP MEMBERS BUT NOT REFERENCED BY POI

| TASKS | | PERCENT MEMBERS PERFORMING | | | | TSK DIF |
|-------|---|-------------------------------|-----|------------|------------|------------|
| | | TNG EMP | ATI | 1ST JOB | 1ST ENL | |
| | | | | (N=147) | (N=355) | |
| F161 | Align test station power supplies | 2.38 | 12 | 26 | 32 | 4.63 |
| F176 | Fabricate or rebuild cables | 4.75 | 18 | 57 | 66 | 5.18 |
| F206 | Operationally check identification friend or foe (IFF) system components | 3.12 | 12 | 30 | 34 | 5.46 |
| F246 | Remove or replace LRU pins or connectors | 4.29 | 18 | 75 | 78 | 5.04 |
| F275 | Solder components | 4.95 | 18 | 70 | 70 | 4.78 |
| S1079 | Troubleshoot MPCDs | 2.96 | 12 | 27 | 30 | 5.70 |

TD MEAN = 5.00; S.D. = 1.00

TE MEAN = .97; S.D. = 1.15 (HIGH TE = 2.12)

TABLE 21

**JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)**

| | 1-48 MONTHS TAFMS | | 49-96 MONTHS TAFMS | | 97+ MONTHS TAFMS | |
|---|---------------------------|----------------------------|---------------------------|----------------------------|---------------------------|----------------------------|
| | AFSC 2A0X1A (N=355) | COMP SAMPLE (N=1455) | AFSC 2A0X1A (N=179) | COMP SAMPLE (N=1860) | AFSC 2A0X1A (N=451) | COMP SAMPLE (N=1274) |
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | |
| INTERESTING | 63 | 65 | 69 | 67 | 75 | 69 |
| SO-SO | 21 | 22 | 20 | 20 | 16 | 22 |
| DULL | 16 | 12 | 12 | 13 | 8 | 9 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | |
| FAIRLY WELL TO VERY WELL | 77 | 76 | 83 | 71 | 87 | 79 |
| NONE TO VERY LITTLE | 22 | 24 | 17 | 29 | 13 | 21 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | |
| FAIRLY WELL TO PERFECT | 86 | 89 | 84 | 84 | 80 | 80 |
| NONE TO VERY LITTLE | 12 | 9 | 15 | 14 | 20 | 18 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | | | | |
| SATISFIED | 67 | 69 | 74 | 68 | 75 | 73 |
| NEUTRAL | 18 | 18 | 13 | 15 | 8 | 11 |
| DISSATISFIED | 16 | 13 | 13 | 16 | 17 | 15 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | |
| YES OR PROBABLY YES | 53 | 64 | 71 | 80 | 73 | 76 |
| NO OR PROBABLY NO | 47 | 35 | 28 | 19 | 9 | 6 |
| WILL RETIRE | 0 | 0 | 1 | * | 17 | 18 |

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

Comparative data are from AFSCs 2A5X2, 2A6X4, 2A7X2, 2A7X4, 2E3X1, 2F0X1, and 2W1X1 surveyed in 1994

* Indicates less than 1 percent

similar Air Force specialties. Overall, satisfaction for all three TAFMS groups in AFSC 2A0X1A is fairly high, although the 1-48 months TAFMS group did report a lower intention to reenlist than the comparison group. The current group of first-term personnel also reported a lower sense of accomplishment from their jobs than the other two TAFMS groups.

Comparison of job satisfaction indicator responses of the current survey TAFMS groups to TAFMS groups for AFSCs 451X6A/B and 541X4A/B (see Table 22) indicates that generally the 1995 responses are comparable to both the 1990 and 1991 responses, with two exceptions. Consistent with the above analysis, the expressed sense of accomplishment for first term personnel is lower than reported in 1990, and the opposite is noted for the 97+ months TAFMS group. The lower reenlistment intentions mentioned above are shown to be consistent with previous surveys of the career fields.

An examination of job satisfaction data can also reveal the influences performing certain jobs may have on overall job satisfaction. Table 23 presents job satisfaction data for the jobs identified in the career ladder structure for AFSC 2A0X1A. Three jobs, Microwave Test Station Maintenance, Mobile Electronics Test Stations Maintenance, and Unit Training all express low job interest. These jobs also scored lower in one or more other areas as well. Unit Training and Mobile Electronics personnel seem to feel underutilized, scoring low on either perceived use of talents or training. On the other hand, members of the Circuit Card Repair job are extremely satisfied with their job. Every member gave the highest possible ratings in four of the five categories.

The differences in job satisfaction between the Active AF and ANG personnel were also examined. Comparison of the two groups revealed that the Guard personnel had slightly higher job satisfaction than did the Active personnel. However, as noted above, the more junior members indicated lower job satisfaction than did the more senior members. Therefore, it may be that the more junior members in the Active force were causing the lower ratings. Accordingly, the Active and ANG groups were divided into TAFMS groups. As seen in Table 24, within TAFMS groups, job satisfaction does vary between Active Air Force and ANG personnel. It should be noted that there were only two ANG members in the 1-48 months TAFMS group; their responses are not presented in Table 24. The results indicate that the more junior members report lower job satisfaction, but this is not responsible for the differences between the ANG and the Active force.

SPECIAL ANALYSES

The following analyses were performed at the request of training development personnel assigned to 365 TRS. The first analysis examined the F-111 specific tasks. These tasks are performed by personnel supporting the F-111 aircraft but not the F-15 aircraft. The second analysis compared tasks performed by 7-skill level personnel from both A and B shreds.

TABLE 22

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES
(PERCENT MEMBERS RESPONDING)

| | 1-48 MONTHS TAFMS | | | | |
|--|---------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| | 1995 2A0X1A (N=355) | 1991 451X6A (N=90) | 1991 451X6B (N=85) | 1990 451X4A (N=68) | 1990 451X4B (N=170) |
| <u>EXPRESSED JOB INTEREST:</u> | | | | | |
| INTERESTING | 63 | 66 | 72 | 68 | 79 |
| SO-SO | 21 | 24 | 14 | 18 | 15 |
| DULL | 16 | 10 | 14 | 15 | 6 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | |
| FAIRLY WELL TO PERFECT | 77 | 84 | 84 | 82 | 82 |
| NONE TO VERY LITTLE | 22 | 16 | 15 | 18 | 18 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | |
| FAIRLY WELL TO PERFECT | 86 | 86 | 79 | 88 | 83 |
| NONE TO VERY LITTLE | 12 | 14 | 21 | 12 | 17 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | | | |
| SATISFIED | 67 | * | * | 78 | 79 |
| NEUTRAL | 18 | * | * | 7 | 7 |
| DISSATISFIED | 16 | * | * | 15 | 14 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | |
| YES OR PROBABLY YES | 53 | 39 | 45 | 57 | 52 |
| NO OR PROBABLY NO | 47 | 61 | 54 | 43 | 48 |
| WILL RETIRE | 0 | 0 | 1 | 0 | 0 |

* Data unavailable

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 22 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES
(PERCENT MEMBERS RESPONDING)

| | 49-96 MONTHS TAFMS | | | | |
|--|---------------------------|---------------------------|---------------------------|--------------------------|---------------------------|
| | 1995 2A0X1A (N=179) | 1991 451X6A (N=146) | 1991 451X6B (N=134) | 1990 451X4A (N=97) | 1990 451X4B (N=123) |
| <u>EXPRESSED JOB INTEREST:</u> | | | | | |
| INTERESTING | 69 | 64 | 66 | 65 | 63 |
| SO-SO | 20 | 23 | 23 | 20 | 24 |
| DULL | 12 | 12 | 10 | 15 | 14 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | |
| FAIRLY WELL TO PERFECT | 83 | 80 | 80 | 76 | 80 |
| NONE TO VERY LITTLE | 17 | 20 | 19 | 24 | 20 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | |
| FAIRLY WELL TO PERFECT | 84 | 80 | 73 | 88 | 80 |
| NONE TO VERY LITTLE | 15 | 20 | 27 | 12 | 20 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | | | |
| SATISFIED | 74 | * | * | 70 | 79 |
| NEUTRAL | 13 | * | * | 9 | 9 |
| DISSATISFIED | 13 | * | * | 21 | 23 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | |
| YES OR PROBABLY YES | 71 | 49 | 49 | 68 | 59 |
| NO OR PROBABLY NO | 28 | 51 | 50 | 32 | 41 |
| WILL RETIRE | 1 | 0 | 0 | 0 | 0 |

* Data unavailable

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 22 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDIES
(PERCENT MEMBERS RESPONDING)

| | 97+ MONTHS TAFMS | | |
|--|---------------------------|--------------------------|--------------------------|
| | 1995 2A0X1A (N=451) | 1991 451X6 (N=314) | 1990 45174 (N=107) |
| <u>EXPRESSED JOB INTEREST:</u> | | | |
| INTERESTING | 75 | 64 | 56 |
| SO-SO | 16 | 20 | 24 |
| DULL | 8 | 15 | 20 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | |
| FAIRLY WELL TO PERFECT | 87 | 80 | 74 |
| NONE TO VERY LITTLE | 13 | 20 | 26 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | |
| FAIRLY WELL TO PERFECT | 80 | 72 | 70 |
| NONE TO VERY LITTLE | 20 | 28 | 29 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | |
| SATISFIED | 75 | * | 56 |
| NEUTRAL | 8 | * | 10 |
| DISSATISFIED | 17 | * | 33 |
| <u>REENLISTMENT INTENTIONS:</u> | | | |
| YES OR PROBABLY YES | 73 | 71 | 64 |
| NO OR PROBABLY NO | 9 | 20 | 34 |
| WILL RETIRE | 17 | 9 | 1 |

* Data unavailable

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 23

JOBSATISFACTION INDICATORS FOR AFSC 2A0X1A JOB GROUPS
(PERCENT MEMBERS RESPONDING)

| | TISS MAINT (STG 92) | ANTENNA AND I&C MAINT (STG 64) | MICRO- WAVE STATION MAINT (STG 94) | DYNAMIC TEST STATIONS (STG 122) | AIS/R EQUIP MAINT (STG 52) | EW TEST STATIONS (STG 127) | DISPLAYS AND COMPUTER STATIONS (STG 95) |
|--|---------------------------|---|--|--|-------------------------------------|----------------------------------|---|
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | | |
| INTERESTING | 67 | 63 | 47 | 73 | 77 | 56 | 70 |
| SO-SO | 17 | 22 | 35 | 13 | 22 | 41 | 18 |
| DULL | 16 | 14 | 18 | 13 | 11 | 4 | 12 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | | |
| FAIRLY WELL TO PERFECT | 81 | 78 | 71 | 93 | 86 | 92 | 83 |
| NONE TO VERY LITTLE | 20 | 21 | 29 | 7 | 14 | 7 | 18 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | | |
| FAIRLY WELL TO PERFECT | 74 | 83 | 82 | 80 | 90 | 96 | 84 |
| NONE TO VERY LITTLE | 25 | 16 | 18 | 20 | 9 | 4 | 16 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | | | | | |
| SATISFIED | 72 | 69 | 53 | 73 | 76 | 81 | 75 |
| NEUTRAL | 11 | 11 | 29 | 7 | 11 | 11 | 11 |
| DISSATISFIED | 17 | 19 | 18 | 20 | 14 | 7 | 14 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | | |
| YES OR PROBABLY YES | 63 | 62 | 65 | 73 | 70 | 59 | 74 |
| NO OR PROBABLY NO | 33 | 33 | 35 | 27 | 28 | 41 | 24 |
| WILL RETIRE | 4 | 3 | 0 | 0 | 1 | 0 | 2 |

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 23 (CONTINUED)

JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A JOB GROUPS
(PERCENT MEMBERS RESPONDING)

| | MOBILE ELECTRONIC STATIONS (STG 108) | EF-111 EQUIP MAINT (STG 189) | CIRCUIT CARD REPAIR (STG 83) | PRODUCTION CONTROL (STG 46) | SUPER- VISION (STG 96) | UNIT TRAINING (STG 130) | TECHNICAL TRAINING (STG 86) |
|--|---|---------------------------------------|---------------------------------------|-----------------------------------|------------------------------|-------------------------------|-----------------------------------|
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | | |
| INTERESTING | 27 | 76 | 100 | 68 | 82 | 20 | 73 |
| SO-SO | 55 | 14 | 0 | 27 | 10 | 40 | 13 |
| DULL | 18 | 10 | 0 | 5 | 8 | 40 | 13 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | | |
| FAIRLY WELL TO PERFECT | 55 | 96 | 100 | 82 | 90 | 80 | 73 |
| NONE TO VERY LITTLE | 45 | 3 | 0 | 18 | 10 | 20 | 27 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | | |
| FAIRLY WELL TO PERFECT | 82 | 86 | 100 | 64 | 83 | 40 | 80 |
| NONE TO VERY LITTLE | 18 | 14 | 0 | 36 | 16 | 60 | 20 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | | | | | |
| SATISFIED | 64 | 66 | 100 | 68 | 77 | 40 | 80 |
| NEUTRAL | 18 | 17 | 0 | 14 | 11 | 40 | 0 |
| DISSATISFIED | 18 | 17 | 0 | 18 | 12 | 20 | 20 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | | |
| YES OR PROBABLY YES | 45 | 59 | 67 | 50 | 68 | 60 | 80 |
| NO OR PROBABLY NO | 45 | 38 | 33 | 32 | 7 | 40 | 20 |
| WILL RETIRE | 9 | 3 | 0 | 18 | 24 | 0 | 0 |

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 24

JOB SATISFACTION INDICATORS FOR AFSC 2A0X1A ANG AND REGULAR AF GROUPS
(PERCENT MEMBERS RESPONDING)

| | ACTIVE 1-48 MON TAFMS (N=351) | ACTIVE 49-96 MON TAFMS (N=164) | ANG 49-96 MON TAFMS (N=15) | ACTIVE 97+ MON TAFMS (N=396) | ANG 97+ MON TAFMS (N=55) | ALL ACTIVE AF (N=912) | ALL AIR NATIONAL GUARD (N=72) |
|--|--|---|-------------------------------------|---------------------------------------|-----------------------------------|--------------------------------|--|
| <u>EXPRESSED JOB INTEREST:</u> | | | | | | | |
| INTERESTING | 61 | 66 | 93 | 74 | 82 | 68 | 83 |
| SO-SO | 21 | 21 | 7 | 16 | 13 | 19 | 13 |
| DULL | 19 | 13 | 0 | 9 | 5 | 13 | 4 |
| <u>PERCEIVED USE OF TALENTS:</u> | | | | | | | |
| FAIRLY WELL TO PERFECT | 77 | 82 | 100 | 86 | 91 | 82 | 92 |
| NONE TO VERY LITTLE | 23 | 18 | 0 | 14 | 9 | 18 | 8 |
| <u>PERCEIVED USE OF TRAINING:</u> | | | | | | | |
| FAIRLY WELL TO PERFECT | 80 | 82 | 86 | 78 | 91 | 82 | 90 |
| NONE TO VERY LITTLE | 19 | 15 | 13 | 22 | 9 | 20 | 10 |
| <u>SENSE OF ACCOMPLISHMENT FROM JOB:</u> | | | | | | | |
| SATISFIED | 69 | 73 | 93 | 74 | 82 | 72 | 85 |
| NEUTRAL | 15 | 13 | 7 | 9 | 4 | 12 | 4 |
| DISSATISFIED | 16 | 14 | 0 | 17 | 15 | 16 | 11 |
| <u>REENLISTMENT INTENTIONS:</u> | | | | | | | |
| YES OR PROBABLY YES | 55 | 70 | 80 | 70 | 87 | 64 | 85 |
| NO OR PROBABLY NO | 45 | 29 | 13 | 10 | 4 | 27 | 7 |
| WILL RETIRE | 0 | 1 | 7 | 18 | 9 | 8 | 8 |

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

F-111 Specific Tasks

As described in the **SPECIALTY JOBS** section, a group of EF-111 maintainers was identified. In addition, two jobs and one cluster were identified which contain all the F-111 personnel. The jobs are Electronic Warfare Test Station Maintenance and Dynamic Test Station Maintenance and the cluster is AIS/R Equipment Maintenance. Approximately 90 percent of these members maintain EF-111 aircraft equipment, but only 3 percent of the EF-111 Equipment Maintenance Job members worked with F-111 equipment. This seems logical as the EF-111 aircraft is the same airframe as the F-111. This would seem to indicate that a majority of both F-111 and EF-111 aircraft maintenance is performed by members of the EW Test Station and Dynamic Test Station jobs and the AIS/R Equipment Cluster, with the EF-111 specific tasks done only by a small core of individuals in the EF-111 Maintenance job. It is therefore not possible to look at the tasks performed by EW Test Stations, Dynamic Test Station Maintenance, and AIS/R Equipment Maintenance personnel and remove them from the training documents as the F-111 aircraft are retired. Only the subsets of those tasks which do not in any way relate to the EF-111 will become obsolete as the F-111 is removed from the inventory.

During analysis, 18 individuals were identified as working on only F-111 aircraft, and 51 individuals were identified as working on only EF-111 aircraft. The tasks performed by the 18 people from the F-111 group were compared to the tasks performed by the 51 members of the EF-111 group. There were a handful of tasks which were performed by the F-111 personnel, but not by the EF-111 group. Examples of these tasks can be found in Table 25. As the table shows, these tasks relate most closely to the IRU and INS. These are the type of tasks which should be examined closely for possible deletion from the resident training program and movement to another training program.

7-Level Similarities

At the request of training personnel, the tasks performed by 2A071A members were compared to those performed by 2A071B members. B-shred personnel were surveyed at the same time as the A-shred personnel, and B-shred information is presented in a separate OSR. The data presented comes from 267 A-shred members and 269 B-shred members. A look at the percent time spent by members from each shred in each duty shows some similarities and some differences. Table 26 shows the percent time spent for the 7-skill level members for each shred. The table shows that the two shreds are similar in the amount of time they spend on supervisory duties, the first three duties in Table 26. The major difference is the amount of time spent on general avionics maintenance tasks. The B-shred members spend a greater amount of time in this duty.

The specific tasks reflect these similarities and differences. A list of representative tasks performed by both shreds can be found in Table 27. This table shows that the greatest similarities are in the supervisory-type tasks. In general, A-shred personnel have a slightly higher percent members performing on these tasks. The table also shows that the shreds have

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
F-111 AND EF-111 PERSONNEL
(PERCENT MEMBERS PERFORMING)

| TASKS | | F-111 (N=18) | EF-111 (N=51) |
|-------|--|-----------------|------------------|
| H352 | Troubleshoot IRUs | 17 | 0 |
| H330 | Align inertial navigation system (INS) DTSS | 17 | 0 |
| H332 | Calibrate initial reference units (IRUs) | 17 | 0 |
| H341 | Remove or replace INS DTS components | 17 | 0 |
| H342 | Remove or replace IRU components | 17 | 0 |
| H346 | Test INS DTSS | 17 | 0 |
| H343 | Remove or replace IRU SRUs | 17 | 0 |
| H336 | Operationally check IRUs | 17 | 0 |
| H351 | Troubleshoot INS DTSS | 11 | 0 |
| H328 | Align digital computer complex (DCC)/multiple computer complex (MCC) dynamic test sets (DTSS) | 11 | 0 |
| F147 | Align ARC-164 ultrahigh frequency UHF receiver-transmitters (RTs) | 11 | 0 |
| F194 | Operationally check ARC-164 UHF RTs | 11 | 0 |
| M417 | Align attack radar system (ARS) antenna control units (ACUs) | 11 | 0 |
| M604 | Repair stall warning relay assemblies | 11 | 0 |
| M578 | Repair accelerometers | 11 | 0 |
| M634 | Troubleshoot DGs | 11 | 0 |
| M608 | Troubleshoot accelerometers | 11 | 0 |

TABLE 26

PERCENT TIME SPENT ON DUTIES FOR
BOTH 2A0X1A AND 2A0X1B PERSONNEL

| DUTY TITLE | 2A071A PTS | 2A071B PTS |
|--|---------------|---------------|
| Organizing and Planning | 14 | 12 |
| Directing and Implementing | 13 | 8 |
| Evaluating and Inspecting | 14 | 9 |
| Training | 12 | 5 |
| Performing General Administrative and Supply Functions | 11 | 9 |
| Performing General Avionics Maintenance | 12 | 23 |
| Performing CAMS Functions | 7 | 6 |

TABLE 27

TASKS PERFORMED BY BOTH 2A0X1A AND 2A0X1B PERSONNEL
(PERCENT MEMBERS PERFORMING)

| 2A0X1A TASK | 2A0X1B TASK | | 2A0X1A | 2A0X1B |
|----------------|----------------|--|--------|--------|
| A1 | A1 | Assign maintenance and repair work | 63 | 65 |
| A5 | A5 | Coordinate maintenance work with appropriate personnel or agencies | 62 | 59 |
| A6 | A7 | Determine logistics requirements, such as space, personnel, or equipment | 48 | 45 |
| A7 | A6 | Determine publication requirements | 33 | 39 |
| A8 | A8 | Determine work priorities | 72 | 73 |
| A6 | A20 | Establish performance standards for subordinates | 58 | 38 |
| A7 | A16 | Establish work methods or controls | 53 | 44 |
| A18 | A24 | Plan briefings | 38 | 28 |
| A20 | A29 | Plan or schedule work assignments | 56 | 50 |
| A21 | A27 | Plan or schedule work priorities | 61 | 58 |
| B31 | B42 | Counsel personnel on personal or military-related matters | 70 | 58 |
| B33 | B49 | Direct in-shop maintenance activities | 58 | 45 |
| B46 | B61 | Interpret policies, directives, or procedures for subordinates | 64 | 42 |
| B49 | B64 | Supervise Avionics Test Station and Component Apprentice (AFSC 2A031X) | 54 | 53 |
| B50 | B65 | Supervise Avionics Test Station and Component Journeyman (AFSC 2A051X) | 59 | 59 |
| B51 | B66 | Supervise Avionics Test Station and Component Craftsman, (AFSC 2A071X) | 50 | 39 |
| C55 | C70 | Analyze workload requirements | 43 | 38 |
| C56 | C72 | Conduct performance feedback worksheet sessions | 65 | 42 |
| C63 | C82 | Evaluate personnel for promotion, demotion, or reclassification | 49 | 41 |
| C73 | C98 | Inspect shop maintenance actions | 53 | 34 |
| C78 | C106 | Write EPRs | 69 | 39 |
| C79 | C107 | Write recommendations for awards and decorations | 67 | 41 |
| D86 | D110 | Conduct OJT | 54 | 67 |
| D99 | D125 | Evaluate progress of trainees | 59 | 41 |
| D101 | D128 | Maintain training scores, charts, graphs, or reports | 57 | 52 |
| E109 | E137 | Compile data for reports | 54 | 41 |
| E137 | E162 | Process DIFM items | 47 | 59 |
| F224 | F237 | Perform periodic inspections of test stations | 45 | 64 |
| F169 | F189 | Clean shop facilities | 42 | 64 |
| F170 | F191 | Clean test stations or test stations equipment | 40 | 63 |
| F222 | F231 | Perform electrostatic discharge (ESD) procedures | 39 | 54 |
| F254 | F252 | Remove or replace test stations minor hardware | 37 | 57 |
| F184 | F205 | Interpret system diagrams or schematics | 31 | 66 |
| Z1313 | W1382 | Access core automated maintenance system (CAMS) menus and data screens | 62 | 68 |
| Z1316 | W1385 | Change CAMS workcenter event narratives | 46 | 59 |
| Z1318 | W1387 | Clear or close out completed maintenance discrepancies in CAMS | 47 | 61 |

technical tasks in common, although these are generally simple tasks. These shop tasks are also performed by a greater percentage of B-shred personnel than A-shred. The tasks reported were identified because they were identical in both JIs. It is therefore possible that there are more technical tasks performed by members of both shreds which were not identified because of differences in terminology or wording. Both OSRs should be examined to discover any further similarities between the two shreds.

B-shred personnel also perform 57 more tasks on average than do A-shred personnel. The above pattern of responses would seem to suggest that the B-shred individuals are performing some technical tasks in addition to the supervisory tasks which define the A-shred 7-skill levels.

IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to provide training personnel with current information on the Avionics Test Stations and Components F-15/F-111 career ladder for use in reviewing current training programs and training documents. Overall job progression is normal and shows a distinct pattern as one moves from the 3-skill level to the 7-skill level. AFMAN 36-2108 *Specialty Description* broadly describes the jobs and tasks being performed. Job satisfaction is fairly high, and no serious problem areas were noted. Analysis of career ladder documents indicates the POI is generally well supported; however, the nature of the STS resulted in a large number of unsupported items. These items should be thoroughly reviewed. Analysis indicates that only a few tasks may become obsolete as the F-111 aircraft is retired. The similarities between the A-shred and the B-shred at the 7-skill level should allow for a common course at that level.

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
CAREER LADDER STRUCTURE GROUPS**

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE A1

TACTICAL ELECTRONIC WARFARE SYSTEM (TEWS) INTERMEDIATE SUPPORT SYSTEM
(TISS) MAINTENANCE (STG092)

GROUP SIZE: 136
PERCENT OF SAMPLE: 14
PREDOMINANT GRADE: E-4

AVERAGE TICF: 68 MOS
AVERAGE TAFMS: 76 MOS
AVERAGE NUMBER OF TASKS
PERFORMED: 110

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| X1289 Troubleshoot TISSs | 98 |
| X1248 Diagnostic test TISSs | 98 |
| X1279 Troubleshoot AN/ALQ-135 band 1, 2, or 3 control oscillators | 97 |
| X1280 Troubleshoot AN/ALQ-135 band 1, 2, or 3 RF amplifiers | 97 |
| X1247 Confidence test TISSs | 97 |
| X1267 Repair AN/ALQ-135 band 1, 2, or 3 control oscillators | 96 |
| X1268 Repair AN/ALQ-135 band 1, 2, or 3 RF amplifiers | 96 |
| X1281 Troubleshoot AN/ALQ-135 band 1, 2, or 3 tuning units | 96 |
| X1251 Performance test TISSs | 96 |
| X1249 Perform internal self-test of TISSs | 95 |
| X1254 Program test AN/ALQ-135 band 1, 2, or 3 control oscillators | 94 |
| X1255 Program test AN/ALQ-135 band 1, 2, or 3 RF amplifiers | 94 |
| X1269 Repair AN/ALQ-135 band 1, 2, or 3 tuning units | 94 |
| Z1313 Access core automated maintenance system (CAMS) menus and data screens | 93 |
| X1256 Program test AN/ALQ-135 band 1, 2, or 3 tuning units | 93 |
| X1252 Program or reprogram AN/ALR-56 processors (LRUs-3A/2C) | 93 |
| X1277 Repair TISSs | 92 |
| X1250 Perform software maintenance on TISSs | 91 |
| F0169 Clean shop facilities | 90 |
| X1286 Troubleshoot AN/ALR-56A/C high-band receivers | 89 |

TABLE A2

ANTENNA AND INDICATORS & CONTROLS (I&C) MAINTENANCE CLUSTER (STG064)

GROUP SIZE: 174

PERCENT OF SAMPLE: 18

PREDOMINANT GRADE: E-3

AVERAGE TICF: 69 MOS

AVERAGE TAFMS: 82 MOS

AVERAGE NUMBER OF TASKS

PERFORMED: 155

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| Z1313 Access core automated maintenance system (CAMS) menus and data screens | 95 |
| F169 Clean shop facilities | 95 |
| F170 Clean test stations or test station equipment | 93 |
| F229 Perform safety wiring | 93 |
| F224 Perform periodic inspections of test stations | 91 |
| U1123 Operationally check radar low voltage power supplies (LVPSs) (610s) | 89 |
| Z1318 Clear or close out completed maintenance discrepancies in CAMS | 89 |
| F222 Perform electrostatic discharge (ESD) procedures | 87 |
| U1145 Troubleshoot 610s | 86 |
| U1131 Repair 610s | 86 |
| E144 Use FEDLOG databases | 85 |
| U1122 Operationally check radar antennas (031s) | 83 |
| F254 Remove or replace test station minor hardware | 83 |
| U1144 Troubleshoot 031s | 83 |
| U1130 Repair 031s | 82 |
| U1124 Operationally check radar transmitters (011/111s) | 82 |
| F245 Remove or replace LRU minor hardware | 82 |
| F221 Perform corrosion control on test stations, test equipment, or LRUs | 82 |
| U1143 Troubleshoot 011/111s | 81 |
| Z1316 Change CAMS workcenter event narratives | 81 |

TABLE A3

MICROWAVE TEST STATION MAINTENANCE (STG094)

GROUP SIZE: 17
 PERCENT OF SAMPLE: 1
 PREDOMINANT GRADE: E-3

AVERAGE TICF: 49 MOS
 AVERAGE TAFMS: 60 MOS
 AVERAGE NUMBER OF TASKS: 65

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| T1089 | Confidence test microwave test stations (MTSs) | 100 |
| T1091 | Operationally check MTSs | 100 |
| T1092 | Perform microwave harmonization procedures | 94 |
| T1112 | Troubleshoot 081/082s | 94 |
| F224 | Perform periodic inspections of test stations | 94 |
| F254 | Remove or replace test stations minor hardware | 94 |
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 88 |
| Z1318 | Clear or close out completed maintenance discrepancies in CAMS | 88 |
| F255 | Remove or replace test station pins or connectors | 88 |
| T1095 | Program test radar data processors (081/082s) | 88 |
| F222 | Perform electrostatic discharge (ESD) procedures | 82 |
| T1105 | Repair 081/082s | 82 |
| F170 | Clean test stations or test station hardware | 82 |
| F245 | Remove or replace LRU minor hardware | 82 |
| T1090 | Inspect and clean microwave signal switching units (MSSUs) | 82 |
| F180 | Inspect and clean simulators, mock-ups, or LRUs | 76 |
| T1106 | Troubleshoot MTSs | 71 |
| E112 | Inventory tools, such as consolidated tool kits (CTKs) and tool room chits | 71 |
| F221 | Perform corrosion control on test stations, test equipment, or LRUs | 71 |
| E144 | Use FEDLOG databases | 71 |

TABLE A4

DYNAMIC TEST STATION MAINTENANCE (STG122)

GROUP SIZE: 15

AVERAGE TICF: 99 MOS

PERCENT OF SAMPLE: 1

AVERAGE TAFMS: 108 MOS

PREDOMINANT GRADE: E-5

AVERAGE NUMBER OF TASKS: 81

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| H352 | Troubleshoot IRUs | 100 |
| H347 | Troubleshoot AJN-16 NCUs | 100 |
| H351 | Troubleshoot INS DTSs | 100 |
| H332 | Calibrate initial reference units (IRUs) | 93 |
| F245 | Remove or replace LRU minor hardware | 93 |
| H330 | Align inertial navigation system (INS) DTSs | 93 |
| Z1316 | Change CAMS workcenter event narratives | 93 |
| H336 | Operationally check IRUs | 87 |
| H343 | Remove or replace IRU SRUs | 87 |
| H342 | Remove or replace IRU components | 87 |
| H345 | Test DCC/MCC DTSs | 87 |
| H353 | Troubleshoot WNCs/MCs | 87 |
| H348 | Troubleshoot AMCs | 87 |
| Z1318 | Clear or close out completed maintenance discrepancies in CAMS | 87 |
| H341 | Remove or replace INS DTS components | 87 |
| H344 | Remove or replace WNC/MCs SRUs | 87 |
| H346 | Test INS DTSs | 87 |
| H334 | Operationally check AJN-16 navigation computer units (NCUs) | 80 |
| F224 | Perform periodic inspections of test stations | 80 |

TABLE A5

AVIONIC INTERMEDIATE SHOP/REPLACEMENT (AIS/R) EQUIPMENT MAINTENANCE
(STG052)

| | |
|------------------------|------------------------------|
| GROUP SIZE: 74 | AVERAGE TICF: 61 MOS |
| PERCENT OF SAMPLE: 8 | AVERAGE TAFMS: 68 MOS |
| PREDOMINANT GRADE: E-5 | AVERAGE NUMBER OF TASKS: 124 |

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| F245 | Remove or replace LRU minor hardware | 96 |
| F254 | Remove or replace test station minor hardware | 96 |
| G327 | Use AIS/R software systems | 92 |
| F222 | Perform electrostatic discharge (ESD) procedures | 91 |
| F224 | Perform periodic inspections of test stations | 91 |
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 89 |
| F170 | Clean test stations or test station equipment | 89 |
| F306 | Troubleshoot SIAs | 89 |
| F255 | Remove or replace test station pins or connectors | 89 |
| F246 | Remove or replace LRU pins or connectors | 86 |
| G318 | Perform self-tests of power control monitors (PCMs) | 85 |
| F223 | Perform functional checks or test and inspection (T and I) of LRUs issued from supply | 84 |
| Z1318 | Clear or close out completed maintenance discrepancies in CAMS | 84 |
| F166 | Calibrate test equipment | 84 |
| F271 | Repair SIAs | 84 |
| F244 | Remove or replace ITA components | 84 |
| F169 | Clean shop facilities | 82 |
| F221 | Perform corrosion control on test stations, test equipment, or LRUs | 82 |
| Z1316 | Change CAMS workcenter event narratives | 82 |
| G320 | Remove or replace avionics test set calibrator set (ATSCS) tester replaceable units (TRUs) | 82 |

TABLE A6

ELECTRONIC WARFARE TEST STATION MAINTENANCE (STG127)

GROUP SIZE: 27

AVERAGE TICF: 60 MOS

PERCENT OF SAMPLE: 3

AVERAGE TAFMS: 65 MOS

PREDOMINANT GRADE: E-4

AVERAGE NUMBER OF TASKS: 129

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| P836 | Align AN/ALR-62 forward radar receivers | 100 |
| F170 | Clean test stations or test station equipment | 100 |
| P850 | Operationally check AN/ALR-62 (V3) forward radar receivers | 96 |
| P859 | Operationally check AN/ALR-62 (V4) MCRs | 96 |
| P902 | Troubleshoot AN/ALR-62 (V4) MCRs | 96 |
| P892 | Troubleshoot AN/ALR-62 (V3) forward radar receivers | 96 |
| P846 | Operationally check AN/ALR-62 (V3) aft radar receivers | 96 |
| P838 | Align AN/ALR-62 (V3) aft radar receivers | 96 |
| F180 | Inspect and clean simulators, mock-ups, or LRUs | 96 |
| P837 | Align AN/ALR-62 multichannel receivers | 93 |
| E144 | Use FEDLOG databases | 93 |
| P888 | Troubleshoot AN/ALR-62 (V3) aft radar receivers | 93 |
| P839 | Align AN/ALR-62 (V3) CIs | 93 |
| P834 | Align AN/ALR-62 dual channel receivers | 93 |
| P889 | Troubleshoot AN/ALR-62 (V3) CIs | 93 |
| P847 | Operationally check AN/ALR-62 (V3) CIs | 93 |
| P897 | Troubleshoot AN/ALR-62 (V4) CIs | 89 |
| K389 | Confidence test AIS/R EW test stations | 85 |
| F169 | Clean shop facilities | 85 |
| E112 | Inventory tools, such as consolidated tool kits (CTKs) and tool room chits | 85 |

TABLE A7

F-15 DISPLAYS AND COMPUTERS TEST STATION MAINTENANCE (STG095)

GROUP SIZE: 233

AVERAGE TICF: 68 MOS

PERCENT OF SAMPLE: 24

AVERAGE TAFMS: 81 MOS

PREDOMINANT GRADE: E-4/3

AVERAGE NUMBER OF TASKS: 195

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | PERCENT MEMBERS PERFORMING |
|--|----------------------------------|
| F170 Clean test stations or test station equipment | 96 |
| F224 Perform periodic inspections of test stations | 94 |
| F169 Clean shop facilities | 93 |
| F255 Remove or replace test station pins or connectors | 93 |
| F245 Remove or replace LRU minor hardware | 92 |
| F254 Remove ore replace test station minor hardware | 92 |
| Z1318 Clear or close out completed maintenance discrepancies in CAMS | 91 |
| F221 Perform corrosion control on test stations, test equipment, or LRUs | 91 |
| Z1313 Access core automated maintenance system (CAMS) menus and data screens | 91 |
| S1025 Confidence test displays test stations (DTSSs) | 91 |
| F222 Perform electrostatic discharge (ESD) procedures | 90 |
| S1079 Troubleshoot MPCDs | 89 |
| F250 Remove or replace power supplies | 88 |
| S1041 Program test multipurpose color displays (MPCDs) | 88 |
| S1027 Operationally check DTSSs | 87 |
| S1059 Repair MPCDs | 87 |
| E144 Use FEDLOG databases | 86 |
| S1046 Program test radar target data processors (IREs) | 86 |
| F246 Remove or replace LRU pins or connectors | 85 |
| S1078 Troubleshoot IREs | 85 |

TABLE A8

MOBILE ELECTRONIC TEST SET MAINTENANCE (STG108)

GROUP SIZE: 11

AVERAGE TICF: 34 MOS

PERCENT OF SAMPLE: 1

AVERAGE TAFMS: 46 MOS

PREDOMINANT GRADE: E-3

AVERAGE NUMBER OF TASKS: 85

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | PERCENT MEMBERS PERFORMING |
|---|----------------------------------|
| Y1311 Troubleshoot RMRs | 100 |
| Y1305 Repair UFCPs | 100 |
| Y1297 Operationally check up front control panels (UFCPs) | 100 |
| Y1312 Troubleshoot UFCPs | 100 |
| Y1308 Troubleshoot EMDs | 100 |
| Y1309 Troubleshoot ICSCPs | 100 |
| Y1302 Repair ICSCPs | 100 |
| Y1295 Operationally check intercommunications set control panels (ICSCPs) | 100 |
| Y1307 Troubleshoot AIUs #2 | 100 |
| Y1298 Perform mobile electronic test set (METS) self-tests | 100 |
| Y1299 Repair AIUs #1 | 100 |
| Y1306 Troubleshoot AIUs #1 | 100 |
| Y1300 Repair AIUs #2 | 100 |
| Y1296 Operationally check remote map readers | 91 |
| Y1304 Repair RMRs | 91 |
| Y1301 Repair EMDs | 91 |
| Z1313 Access core automated maintenance system (CAMS) menus and data screens | 91 |
| Y1294 Operationally check engine monitor displays (EMDs) | 91 |
| F170 Clean test stations or test station equipment | 91 |
| F169 Clean shop facilities | 91 |

TABLE A9

EF-111 EQUIPMENT MAINTENANCE (STG189)

GROUP SIZE: 29

AVERAGE TICF: 88 MOS

PERCENT OF SAMPLE: 3

AVERAGE TAFMS: 97 MOS

PREDOMINANT GRADE: E-5

AVERAGE NUMBER OF TASKS: 188

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| Q921 | Perform confidence and comprehensive periodic self-tests of AN/ALM-204 test stations | 100 |
| Q914 | Operationally check central instrumentation and control consoles | 100 |
| Q917 | Operationally check high power RF consoles | 100 |
| Q915 | Operationally check digital consoles | 100 |
| Q924 | Remove or replace AN/ALM-204 TRUs or SRUs | 100 |
| Q935 | Troubleshoot AN/ALM-204 interface devices (Ids) and cables | 100 |
| O750 | Align multiband exciters (MDEs) | 100 |
| O773 | Operationally check RIRIs | 100 |
| O801 | Repair RIRIs | 100 |
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 97 |
| Q936 | Troubleshoot AN/ALM-204 test station self-test failures | 97 |
| Q932 | Repair multiple matrix switches (MMSs) | 97 |
| Q944 | Troubleshoot MMSs | 97 |
| O769 | Operationally check MBEs | 97 |
| Q920 | Operationally check low-power RF consoles | 97 |
| Q912 | Align AN/ALM-204 test station TRUs | 97 |
| Q937 | Troubleshoot central instrumentation and control consoles | 97 |
| O751 | Align RF amplifier band 1 and 2 | 97 |
| O809 | Troubleshoot amplifier bands 1 and 2 | 97 |
| Q943 | Troubleshoot MICs | 97 |

TABLE A10

CIRCUIT CARD REPAIR (STG083)

GROUP SIZE: 6
 PERCENT OF SAMPLE: *
 PREDOMINANT GRADE: E-5/4

AVERAGE TICE: 84 MOS
 AVERAGE TAFMS: 84 MOS
 AVERAGE NUMBER OF TASKS: 41

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| F286 | Troubleshoot circuit cards | 100 |
| F241 | Remove or replace circuit components | 100 |
| F275 | Solder components | 100 |
| F222 | Perform electrostatic discharge (ESD) procedures | 100 |
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 100 |
| Z1320 | Conduct CAMS interface with base supply | 100 |
| E144 | Use FEDLOG databases | 83 |
| A8 | Determine work priorities | 83 |
| E134 | Perform shift security check of tools, equipment, or facilities | 83 |
| E133 | Perform periodic or routine inspections of tools | 83 |
| F184 | Interpret system diagrams or schematics | 67 |
| F221 | Perform corrosion control on test stations, test equipment, or LRUs | 67 |
| A21 | Plan or schedule work priorities | 67 |
| E112 | Inventory tools, such as consolidated tool kits (CTKs) | 67 |
| Z1318 | Clear or close out completed maintenance discrepancies in CAMS | 50 |
| Z1336 | Start or stop CAMS job following events | 50 |
| A20 | Plan or schedule work assignments | 50 |
| F256 | Remove or replace test station power supply components | 50 |
| E116 | Maintain due-in-from-maintenance (DIFM) transaction rosters | 50 |
| E137 | Process DIFM items | 50 |

TABLE A11

PRODUCTION CONTROL (STG046)

GROUP SIZE: 22

AVERAGE TICF: 119 MOS

PERCENT OF SAMPLE: 2

AVERAGE TAFMS: 139 MOS

PREDOMINANT GRADE: E-4/5

AVERAGE NUMBER OF TASKS: 33

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| E144 | Use FEDLOG databases | 91 |
| E137 | Process DIFM items | 86 |
| E123 | Maintain supply products, such as D04, D18, D19, and M30 | 86 |
| E146 | Verify mission capability (MICAP) conditions | 86 |
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 82 |
| E116 | Maintain due-in-from-maintenance (DIFM) transaction rosters | 77 |
| Z1316 | Change CAMS workcenter event narratives | 73 |
| Z1315 | Change CAMS performing workcenter codes | 68 |
| B44 | Implement supply procedures | 64 |
| Z1320 | Conduct CAMS interface with base supply | 59 |
| Z1333 | Input supply data in CAMS | 59 |
| E109 | Compile data for reports | 59 |
| Z1319 | Conduct CAMS delayed discrepancies inquiries prior to, during, or after scheduling maintenance | 59 |
| Z1318 | Clear or close our completed maintenance discrepancies in CAMS | 55 |
| E135 | Prepare initial issue or bypass letters for repair cycle turn-ins | 50 |
| Z1334 | Load LRU part numbers or serial numbers in CAMS | 50 |
| Z1314 | Analyze CAMS data | 50 |
| A5 | Coordinate maintenance work with appropriate personnel or agencies | 50 |
| E111 | Inventory equipment or supplies | 50 |
| C78 | Write EPRs | 50 |

TABLE A12

SUPERVISION (STG096)

GROUP SIZE: 110
 PERCENT OF SAMPLE: 11
 PREDOMINANT GRADE: E-7

AVERAGE TICF: 153 MOS
 AVERAGE TAFMS: 187 MOS
 AVERAGE NUMBER OF TASKS: 111

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|--|----------------------------------|
| C78 | Write EPRs | 95 |
| C79 | Write recommendations for awards and decorations | 95 |
| C72 | Inspect personnel for compliance with military standards | 94 |
| B31 | Counsel personnel on personal or military-related matters | 94 |
| C56 | Conduct performance feedback worksheet sessions | 94 |
| A16 | Establish performance standards for subordinates | 93 |
| A8 | Determine work priorities | 92 |
| B46 | Interpret policies, directives, or procedures for subordinates | 91 |
| A2 | Assign personnel to duty positions | 87 |
| A21 | Plan or schedule work priorities | 86 |
| A20 | Plan or schedule work assignments | 85 |
| A5 | Coordinate maintenance work with appropriate personnel or agencies | 85 |
| A1 | Assign maintenance and repair work | 85 |
| B51 | Supervise Avionic Test Station and Component Craftsman, F-15/F-111 (AFSC 2A071A) | 84 |
| B33 | Direct in-shop maintenance activities | 84 |
| C73 | Inspect shop maintenance actions | 84 |
| C62 | Evaluate personnel for compliance with performance standards or TOs | 83 |
| A17 | Establish work methods or controls | 82 |
| B30 | Conduct supervisory orientations of newly assigned personnel | 81 |
| B50 | Supervise Avionic Test Station and Component Journeyman, F-15/F-111 (AFSC 2A051A) | 80 |

TABLE A13

UNIT TRAINING (STG130)

| | |
|------------------------|-----------------------------|
| GROUP SIZE: 5 | AVERAGE TICF: 79 MOS |
| PERCENT OF SAMPLE: * | AVERAGE TAFMS: 110 MOS |
| PREDOMINANT GRADE: E-6 | AVERAGE NUMBER OF TASKS: 24 |

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|---|----------------------------------|
| Z1313 | Access core automated maintenance system (CAMS) menus and data screens | 100 |
| Z1322 | Conduct CAMS training status inquiries | 100 |
| D102 | Plan or schedule training, such as OJT and ancillary training | 100 |
| D101 | Maintain training records, charts, graphs, or reports | 100 |
| Z1328 | Determine CAMS training requirements | 80 |
| Z1335 | Schedule CAMS training | 80 |
| E109 | Compile data for reports | 80 |
| D95 | direct or implement training programs | 80 |
| D108 | Write training reports | 80 |
| D90 | Determine training requirements, other than core automated maintenance system (CAMS) training | 80 |
| D103 | Prepare job qualification standards (JQSs) | 60 |
| D104 | Procure training aids, space, or equipment | 60 |
| D81 | Administer or score tests | 60 |
| D105 | Select personnel for formal follow-on training | 60 |
| Z1314 | Analyze CAMS data | 40 |
| D107 | Write test questions | 40 |
| Z1339 | Update CAMS personnel data files | 40 |
| D100 | Evaluate training methods and techniques | 40 |
| D88 | Conduct training conferences or briefings | 40 |
| Z1318 | Clear or close out completed maintenance discrepancies in CAMS | 40 |

TABLE A14

TECHNICAL SCHOOL TRAINING (STG086)

GROUP SIZE: 15

PERCENT OF SAMPLE: 2

PREDOMINANT GRADE: E-6

AVERAGE TICF: 125 MOS

AVERAGE TAFMS: 148 MOS

AVERAGE NUMBER OF TASKS: 22

The following tasks are in descending order of Percent Members Performing (PMP)

| REPRESENTATIVE TASKS | | PERCENT MEMBERS PERFORMING |
|----------------------|---|----------------------------------|
| D107 | Write test questions | 100 |
| D81 | Administer or score tests | 93 |
| D101 | Maintain training records, charts, graphs, or reports | 93 |
| D99 | Evaluate progress of trainees | 93 |
| D89 | Counsel trainees on training progress | 93 |
| D94 | Develop resident course training materials | 87 |
| D93 | Develop performance tests | 80 |
| D100 | Evaluate training methods and techniques | 67 |
| D87 | Conduct resident course classroom training | 60 |
| D97 | Evaluate effectiveness of training programs | 53 |
| D92 | Develop new equipment training programs | 53 |
| D95 | Direct or implement training programs | 53 |
| C72 | Inspect personnel for compliance with military standards | 53 |
| B31 | Counsel personnel on personal or military-related matters | 53 |
| C62 | Evaluate personnel for compliance with performance standards or TOs | 47 |
| C78 | Write EPRs | 47 |
| C56 | Conduct performance feedback worksheet sessions | 40 |
| D102 | Plan or schedule training, such as OJT and ancillary training | 33 |
| D104 | Procure training aids, space, or equipment | 33 |
| E109 | Compile data for reports | 33 |

APPENDIX B

STS ITEMS NOT SUPPORTED AND TECHNICAL TASKS NOT REFERENCED BY THE STS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE B1

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | TSK | |
|---|--------------|------------|-----|----------|---|-----|-----|----|-----|-----|-----|----|------|--|
| | | | | | ANT | MIC | AIS | EW | DIS | PLY | 111 | EF | | |
| | | | | | ENA | RO | /R | | | | | | DIF | |
| 2b(2)(b). Operational check | | | | | | | | | | | | | | |
| V1149 Operationally check antenna selectors | | .96 | 2 | 1 | 17 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4.04 | |
| 3b(2)(c). Troubleshoot/repair | | | | | | | | | | | | | | |
| W1200 Repair AAT electronic control boxes | | .61 | 2 | 2 | 16 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4.47 | |
| W1223 Troubleshoot AAT electronic control boxes | | .70 | 2 | 1 | 18 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 4.20 | |
| 3b(23)(b). Operational check | | | | | | | | | | | | | | |
| W1181 Operationally check level sensing fuel transfer units | | 1.00 | 3 | 4 | 18 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 3.67 | |
| 3b(25)(b). Operational check | | | | | | | | | | | | | | |
| W1183 Operationally check motion picture cameras | | .66 | 1 | 2 | 10 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3.97 | |
| 3b(25)(c). Troubleshoot/repair | | | | | | | | | | | | | | |
| W1216 Repair motion picture cameras | | .50 | 2 | 1 | 9 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4.11 | |
| W1240 Troubleshoot motion picture cameras | | .46 | 2 | 1 | 8 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4.11 | |
| 3b(36)(b). Operational check | | | | | | | | | | | | | | |
| W1194 Operationally check RSCs | | 1.00 | 3 | 2 | 13 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3.71 | |
| 3b(36)(c). Troubleshoot/repair | | | | | | | | | | | | | | |
| W1219 Repair RSCs | | .64 | 2 | 1 | 14 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4.29 | |
| W1243 Troubleshoot RSCs | | .64 | 1 | 1 | 18 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 3.94 | |
| 4e. Calibrate Rate-of-Turn Table | | | | | | | | | | | | | | |
| Y1290 Calibrate rate-of-turn tables | | 1.73 | 7 | 1 | 2 | 0 | 0 | 0 | 13 | 0 | 0 | 0 | 5.30 | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP | | | | | | | | | | | TSK DIF |
|--------|---|------------|------|----------------------------|------------|-----------|-----------|----|------------|-----------|--|--|------|--|------------|
| | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | | |
| | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | |
| 5f(2). | Operational check | | | | | | | | | | | | | | |
| M0484 | Operationally check displacement gyroscopes (DGs) | .14 | 2 | 0 | 1 | 0 | 15 | 0 | 18 | 0 | | | 4.31 | | |
| 5f(3). | Troubleshoot/repair | | | | | | | | | | | | | | |
| M0634 | Troubleshoot DGs | .00 | **** | 0 | 2 | 0 | 12 | 0 | 9 | 0 | | | 3.12 | | |
| 9a(1). | Operational check | | | | | | | | | | | | | | |
| F0214 | Operationally check survival radios or beacons | .55 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.08 | | |
| 9a(2). | Troubleshoot/repair | | | | | | | | | | | | | | |
| F0272 | Repair survival radios or beacons | .59 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.92 | | |
| F0308 | Troubleshoot survival radios or beacons | .64 | **** | 1 | 3 | 0 | 0 | 4 | 2 | 0 | | | 4.80 | | |
| 9b(1). | Operational check | | | | | | | | | | | | | | |
| F0214 | Operationally check survival radios or beacons | .55 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.08 | | |
| 9b(2). | Troubleshoot/repair | | | | | | | | | | | | | | |
| F0272 | Repair survival radios or beacons | .59 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.92 | | |
| F0308 | Troubleshoot survival radios or beacons | .64 | **** | 1 | 3 | 0 | 0 | 4 | 2 | 0 | | | 4.80 | | |
| 9c(1). | Operational check | | | | | | | | | | | | | | |
| F0214 | Operationally check survival radios or beacons | .55 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.08 | | |
| 9c(2). | Troubleshoot/repair | | | | | | | | | | | | | | |
| F0272 | Repair survival radios or beacons | .59 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.92 | | |
| F0308 | Troubleshoot survival radios or beacons | .64 | **** | 1 | 3 | 0 | 0 | 4 | 2 | 0 | | | 4.80 | | |
| 9c(1). | Operational check | | | | | | | | | | | | | | |
| F0214 | Operationally check survival radios or beacons | .55 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.08 | | |
| 9c(2). | Troubleshoot/repair | | | | | | | | | | | | | | |
| F0272 | Repair survival radios or beacons | .59 | 2 | 1 | 6 | 0 | 0 | 0 | 3 | 0 | | | 4.92 | | |
| F0308 | Troubleshoot survival radios or beacons | .64 | **** | 1 | 3 | 0 | 0 | 4 | 2 | 0 | | | 4.80 | | |

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP | | | | | | | | | | | TSK DIF | |
|--------------|---------------------|-----------------------------------|----------|----------------------------|-----------|-----------|----|------------|-----------|------|---|------|--|--|------------|--|
| | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | | | |
| | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | | | |
| 25h(3). | Troubleshoot/repair | | | | | | | | | | | | | | | |
| R1008 | .95 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 19 | 0 | 4.34 | | | | |
| R0987 | .89 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 19 | 0 | 3.87 | | | | |
| 25q(2). | Operational check | | | | | | | | | | | | | | | |
| R0969 | .09 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 12 | 0 | 4.98 | | | | |
| 25q(3). | Troubleshoot/repair | | | | | | | | | | | | | | | |
| R0995 | .18 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 4.97 | | | | |
| R1016 | .09 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 5.20 | | | | |
| 25r(2). | - | Operational check | | | | | | | | | | | | | | |
| R0952 | .95 | 1 | 0 | 1 | 6 | 0 | 0 | 0 | 0 | 16 | 0 | 3.63 | | | | |
| R0970 | .16 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 11 | 0 | 3.81 | | | | |
| 25r(3). | - | Operationally check INU batteries | | | | | | | | | | | | | | |
| R0993 | .09 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 4.60 | | | | |
| R1015 | .09 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 0 | 3.99 | | | | |
| 35b(2). | 1b | Perform operational checks | | | | | | | | | | | | | | |
| J0377 | .21 | 2 | 0 | 1 | 0 | 20 | 0 | 0 | 0 | 3 | 0 | 5.32 | | | | |
| 35b(3). | - | Operationally check DTAs | | | | | | | | | | | | | | |
| J0387 | .29 | 2 | 0 | 0 | 0 | 20 | 0 | 0 | 0 | 3 | 0 | 6.82 | | | | |
| 35b(4). | - | Troubleshoot DTAs | | | | | | | | | | | | | | |
| J0383 | .16 | 2 | 0 | 0 | 0 | 18 | 4 | 3 | 0 | 6.21 | | | | | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | PERCENT MEMBERS PERFORMING | | | | | | | | | | TSK DIF | |
|---------|--------------|------------|------|----------------------------|-----|-----|-----|----|-----|-----|--|--|--|------------|------|
| | | | | TI | ANT | MIC | AIS | EW | DIS | EF | | | | | |
| | | | | SS | ENA | RO | /R | | PLY | 111 | | | | | |
| 37b(2). | - | | | | | | | | | | | | | | |
| M0458 | | .07 | 2 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | | | | | 5.34 |
| 37b(3). | - | | | | | | | | | | | | | | |
| M0611 | | .00 | **** | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | | | | 5.59 |
| 37b(4). | - | | | | | | | | | | | | | | |
| M0527 | | .00 | **** | 0 | 0 | 0 | 1 | 0 | 0 | 0 | | | | | 4.67 |
| 37b(5). | - | | | | | | | | | | | | | | |
| M0415 | | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | 4.93 |
| 37c(2). | - | | | | | | | | | | | | | | |
| M0513 | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | | | | | 7.24 |
| 37c(3). | - | | | | | | | | | | | | | | |
| M0662 | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | | | | | 7.46 |
| 37c(4). | - | | | | | | | | | | | | | | |
| M0562 | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | | | | | 5.32 |
| M0563 | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | | | | | 5.05 |
| 37c(5). | - | | | | | | | | | | | | | | |
| M0446 | | .00 | **** | 0 | 0 | 0 | 4 | 4 | 0 | 0 | | | | | 5.89 |
| 38b(2). | - | | | | | | | | | | | | | | |
| H0336 | | .20 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | | 8.00 |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP | | | | | | | | | | | TSK DIF |
|---------|--------------|------------|------|----------------------------|------------|-----------|-----------|----|------------|-----------|---|---|---|------|------------|
| | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | | |
| | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | |
| 38b(3). | - | | | | | | | | | | | | | | |
| H0352 | | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8.02 | |
| 38b(4). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0342 | | .11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.25 | |
| H0343 | | .11 | 2 | 0 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 5.49 | |
| 38b(5). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0332 | | .11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.55 | |
| 38c(2). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0334 | | .20 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4.98 | |
| 38c(3). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0347 | | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.04 | |
| 38c(4). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0338 | | .11 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4.00 | |
| 39a(2). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0337 | | .11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.03 | |
| 39a(3). | - | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | |
| H0353 | | .00 | **** | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 5.30 | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP | | | | | | | | | | | TSK DIF |
|---|--------------|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|---|------|------|--|--|------------|
| | | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | | |
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | | |
| 39a(4). Repair | - | | | | | | | | | | | | | | | |
| H0344 Remove or replace WNC/MCs SRUs | | .11 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 3.90 | | | |
| 39b(2). Perform operational checks | - | | | | | | | | | | | | | | | |
| H0333 Operationally check advanced microelectronic converters (AMCs) | | .11 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.95 | | | |
| 39b(3). Troubleshoot malfunctions | - | | | | | | | | | | | | | | | |
| H0348 Troubleshoot AMCs | | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.61 | | | |
| 41a(2). Perform operational checks | - | | | | | | | | | | | | | | | |
| M0459 Operationally check altitude director indicator (ADIs) | | .07 | 2 | 0 | 2 | 0 | 0 | 11 | 4 | 2 | 0 | 4.01 | | | | |
| 41b(2). Perform operational checks | - | | | | | | | | | | | | | | | |
| M0475 Operationally check bomb navigation distance display indicators | | .00 | **** | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3.48 | | | | |
| 44b(2). Perform operational checks | - | | | | | | | | | | | | | | | |
| M0498 Operationally check lead and launch computer amplifiers | | .00 | **** | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 3.86 | | | | |
| 44b(3). Troubleshoot malfunctions | - | | | | | | | | | | | | | | | |
| M0648 Troubleshoot lead and launch computer amplifiers | | .00 | **** | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4.63 | | | | |
| 44b(4). Repair | - | | | | | | | | | | | | | | | |
| M0593 Repair lead and launch computer amplifiers | | .00 | **** | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 4.07 | | | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | | PROF CODE | TNG EMP | ATI | PERCENT MEMBERS PERFORMING | | | | | | | | | | JOB GROUP | | | | |
|---------|--|--------------|------------|------|----------------------------|------------|-----------|-----------|-----------|------------|----|------------|---|------|-----------|--|--|--|--|
| | | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW PLY | DIS 111 | EF | TSK DIF | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| 44b(5). | Align | - | | | | | | | | | | | | | | | | | |
| M0437 | Align lead and launch computer amplifiers | | .00 | **** | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 5.82 | | | | | |
| 44c(2). | Perform operational checks | 1b | | | | | | | | | | | | | | | | | |
| M0497 | Operationally check LCOS ODSs | | .00 | **** | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6.64 | | | | | |
| 44c(3). | Align | - | | | | | | | | | | | | | | | | | |
| M0442 | Align ODSs | | .00 | **** | 0 | 0 | 0 | 12 | 4 | 0 | 0 | 0 | 0 | 6.47 | | | | | |
| 45b(2). | Perform operational checks | - | | | | | | | | | | | | | | | | | |
| M0521 | Operationally check TFR antenna receivers | | .14 | 2 | 0 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 6.94 | | | | | |
| 45b(3). | Troubleshoot malfunctions | - | | | | | | | | | | | | | | | | | |
| M0669 | Troubleshoot TFR antenna receivers | | .11 | 2 | 0 | 0 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 4.66 | | | | | |
| M0565 | Remove or replace TF computer SRUs | | .00 | **** | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 3.90 | | | | | |
| 45c(5). | Align | - | | | | | | | | | | | | | | | | | |
| M0448 | Align terrain following (TF) computers | | .16 | 2 | 0 | 0 | 0 | 11 | 4 | 0 | 0 | 0 | 0 | 6.33 | | | | | |
| 45d(2). | Perform operational checks | - | | | | | | | | | | | | | | | | | |
| M0522 | Operationally check TFR electrical equipment racks | | .00 | **** | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 4.28 | | | | | |
| 45d(3). | Troubleshoot malfunctions | - | | | | | | | | | | | | | | | | | |
| M0670 | Troubleshoot TFR electrical equipment racks | | .00 | **** | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 0 | 4.40 | | | | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP | | | | | | | | | | TSK DIF |
|--|--------------|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|---|---|---|---|------------|
| | | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | |
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | |
| 45d(4). Repair | - | | | | | | | | | | | | | | |
| M0571 Remove or replace TFR electrical equipment rack components | | .00 | **** | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.34 |
| 45e(3). Troubleshoot malfunctions | - | | | | | | | | | | | | | | |
| M0666 Troubleshoot TF indicators | | .12 | 2 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.06 |
| 45e(4). Repair | - | | | | | | | | | | | | | | |
| M0566 Remove or replace TF indicator components | | .05 | 2 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.99 |
| M0567 Remove or replace TF indicator SRUs | | .00 | **** | 0 | 0 | 0 | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.42 |
| 45f(2). Perform operational checks | - | | | | | | | | | | | | | | |
| M0523 Operationally check TFR RSCs | | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.24 |
| 45f(3). Troubleshoot malfunctions | - | | | | | | | | | | | | | | |
| M0671 Troubleshoot TFR RSCs | | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.17 |
| 45f(4). Repair | - | | | | | | | | | | | | | | |
| M0573 Remove or replace TFR set control components | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.25 |
| 45f(5). Align | - | | | | | | | | | | | | | | |
| M0453 Align TFR radar set controls (RSCs) | | .00 | **** | 0 | 0 | 0 | 5 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 3.86 |
| 45g(2). Perform operational checks | - | | | | | | | | | | | | | | |
| M0523 Operationally check TFR RSCs | | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.24 |
| 45g(3). Troubleshoot malfunctions | - | | | | | | | | | | | | | | |
| M0672 Troubleshoot TFR transmitter-synchronizers | | .11 | 2 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.21 |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP | | | | | | | | | | TSK DIF |
|---------|---|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|---|---|---|------|------------|
| | | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | |
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | |
| 45g(4). | Repair | | | | | | | | | | | | | | |
| M0574 | Remove or replace TFR transmitter-synchronizer components | .00 | **** | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 5.04 | |
| M0575 | Remove or replace TFR transmitter-synchronizer SRUs | .00 | **** | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 4.87 | |
| 45g(5). | Align | | | | | | | | | | | | | | |
| M0454 | Align TFR transmitter-synchronizers | .00 | **** | 0 | 0 | 0 | 14 | 4 | 0 | 0 | 0 | 0 | 0 | 5.38 | |
| 45h(1). | Perform operational checks | | | | | | | | | | | | | | |
| M0510 | Operationally check RSC relay assemblies | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3.56 | |
| 45h(2). | Troubleshoot malfunctions | | | | | | | | | | | | | | |
| M0659 | Troubleshoot RSC relay assemblies | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4.45 | |
| 45h(3). | Repair | | | | | | | | | | | | | | |
| M0601 | Repair RSC relay assemblies | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4.35 | |
| 46f(2). | Perform operational checks | | | | | | | | | | | | | | |
| M0467 | Operationally check ARS or NRS indicator lens controllers | .00 | **** | 0 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 5.03 | |
| 46f(3). | Troubleshoot malfunctions | | | | | | | | | | | | | | |
| M0619 | Troubleshoot ARS or NRS indicator lens controllers | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 5.20 | |
| 46f(4). | Repair | | | | | | | | | | | | | | |
| M0590 | Repair indicator lens controllers | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4.44 | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | PERCENT MEMBERS PERFORMING | | | | | | | | | | JOB GROUP | | TSK DIF |
|---------|--------------|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|---|---|---|---|-----------|------|------------|
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| 46g(2). | - | | | | | | | | | | | | | | | | |
| M0507 | | .09 | 2 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.03 | |
| 46g(3). | - | | | | | | | | | | | | | | | | |
| M0657 | | .00 | **** | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.33 | |
| 46g(4). | - | | | | | | | | | | | | | | | | |
| M0555 | | .00 | **** | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.87 | |
| M0556 | | .00 | **** | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.80 | |
| 46g(5). | - | | | | | | | | | | | | | | | | |
| M0423 | | .09 | 2 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.25 | |
| 46i(2). | - | | | | | | | | | | | | | | | | |
| M0466 | | .12 | 2 | 0 | 0 | 0 | 16 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.92 | |
| 46i(3). | - | | | | | | | | | | | | | | | | |
| M0621 | | .00 | **** | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.46 | |
| 46i(4). | - | | | | | | | | | | | | | | | | |
| M0533 | | .00 | **** | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.31 | |
| 46i(5). | - | | | | | | | | | | | | | | | | |
| M0425 | | .09 | 2 | 1 | 0 | 0 | 8 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.72 | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| PROF CODE | TNG EMP | ATI | TI | PERCENT MEMBERS PERFORMING | | | | | | | JOB GROUP | | | TSK DIF |
|--------------|---|-----|------|----------------------------|------------|-----------|-----------|----|------------|-----------|-----------|---|---|------------|
| | | | | SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | |
| 46j(2). | - | | | | | | | | | | | | | |
| | Perform operational checks | | | | | | | | | | | | | |
| M0469 | | .00 | **** | 1 | 0 | 0 | 12 | 4 | 0 | 0 | 0 | 0 | 0 | 5.23 |
| 46j(3). | - | | | | | | | | | | | | | |
| | Troubleshoot malfunctions | | | | | | | | | | | | | |
| M0622 | | .07 | 2 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 5.45 |
| 46j(4). | - | | | | | | | | | | | | | |
| | Repair | | | | | | | | | | | | | |
| M0582 | | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 5.14 |
| 46j(5). | - | | | | | | | | | | | | | |
| | Align | | | | | | | | | | | | | |
| M0424 | | .09 | 2 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 6.29 |
| 46l(1). | - | | | | | | | | | | | | | |
| | Align ARS or NRS video indicator assemblies | | | | | | | | | | | | | |
| | Perform operational checks | | | | | | | | | | | | | |
| M0468 | | .00 | **** | 0 | 1 | 0 | 9 | 4 | 0 | 0 | 0 | 0 | 0 | 4.34 |
| 46l(2). | - | | | | | | | | | | | | | |
| | Troubleshoot malfunctions | | | | | | | | | | | | | |
| M0618 | | .07 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4.71 |
| 48b(3). | - | | | | | | | | | | | | | |
| | Align | | | | | | | | | | | | | |
| M0435 | | .05 | 2 | 1 | 10 | 0 | 11 | 0 | 1 | 0 | 1 | 0 | 0 | 5.79 |
| 49c(2). | - | | | | | | | | | | | | | |
| | Align ILS localizer receivers | | | | | | | | | | | | | |
| | Perform operational checks | | | | | | | | | | | | | |
| M0456 | | .00 | **** | 1 | 3 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 4.65 |
| | Operationally check ADFs | | | | | | | | | | | | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP | | | | | | | | | | TSK DIF |
|---------|--------------|------------|------|----------------------------|------------|-----------|-----------|----|------------|-----------|---|------|------|------------|
| | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | |
| | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | |
| 49c(3). | - | | | | | | | | | | | | | |
| M0609 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.94 | |
| 49c(4). | - | | | | | | | | | | | | | |
| M0579 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 4.75 | | |
| 49c(5). | - | | | | | | | | | | | | | |
| M0414 | | .00 | **** | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 4.40 | | |
| 49d(1). | - | | | | | | | | | | | | | |
| M0463 | | .00 | **** | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 4.63 | | |
| 49d(2). | - | | | | | | | | | | | | | |
| M0615 | | .00 | **** | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 4.90 | | |
| 49d(3). | - | | | | | | | | | | | | | |
| M0532 | | .00 | **** | 0 | 1 | 0 | 12 | 0 | 0 | 0 | 0 | 4.20 | | |
| 49d(4). | - | | | | | | | | | | | | | |
| M0420 | | .00 | **** | 0 | 0 | 0 | 20 | 4 | 0 | 0 | 0 | 5.07 | | |
| 49e(1). | - | | | | | | | | | | | | | |
| M0471 | | .05 | 2 | 0 | 0 | 0 | 9 | 19 | 0 | 0 | 0 | 4.15 | | |

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP | | | | | | | | | | |
|---------|--------------|------------|------|----------------------------|------------|-----------|-----------|----|------------|-----------|------------|------|--|--|
| | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | |
| | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | TSK DIF | | | |
| 49e(2). | - | | | | | | | | | | | | | |
| M0613 | | .00 | **** | 0 | 0 | 0 | 3 | 7 | 0 | 0 | 0 | 4.86 | | |
| 49e(3). | - | | | | | | | | | | | | | |
| M0530 | | .00 | **** | 0 | 0 | 0 | 3 | 15 | 0 | 0 | 0 | 4.37 | | |
| 49g(1). | - | | | | | | | | | | | | | |
| M0477 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3.73 | | |
| 49g(2). | - | | | | | | | | | | | | | |
| M0628 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4.31 | | |
| 49g(3). | - | | | | | | | | | | | | | |
| M0583 | | .00 | **** | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 4.16 | | |
| 49h(1). | - | | | | | | | | | | | | | |
| M0481 | | .07 | 1 | 0 | 0 | 0 | 8 | 4 | 0 | 0 | 0 | 3.57 | | |
| 49h(2). | - | | | | | | | | | | | | | |
| M0632 | | .00 | **** | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 4.47 | | |
| 49h(3). | - | | | | | | | | | | | | | |
| M0586 | | .00 | **** | 0 | 1 | 0 | 9 | 0 | 0 | 0 | 0 | 4.31 | | |
| 49h(4). | - | | | | | | | | | | | | | |
| M0428 | | .00 | **** | 0 | 1 | 0 | 12 | 0 | 0 | 0 | 0 | 3.94 | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | TSK DIF |
|---------|--------------|------------|------|----------|---|-----------|-----------|----|------------|-----------|---|------|------------|
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | |
| | | | | | | | | | | | | | |
| 49i(1). | - | | | | | | | | | | | | |
| N0687 | | .27 | 2 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 4.35 | |
| 49i(2). | - | | | | | | | | | | | | |
| M0638 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3.94 | |
| 49i(3). | - | | | | | | | | | | | | |
| M0587 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4.24 | |
| 49j(1). | - | | | | | | | | | | | | |
| M0488 | | .00 | **** | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 3.55 | |
| 49j(2). | - | | | | | | | | | | | | |
| M0639 | | .00 | **** | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 0 | 4.05 | |
| 49j(3). | - | | | | | | | | | | | | |
| M0588 | | .00 | **** | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 4.24 | |
| 49k(1). | - | | | | | | | | | | | | |
| M0493 | | .16 | 1 | 1 | 4 | 0 | 7 | 0 | 2 | 0 | 0 | 3.50 | |
| 49k(2). | - | | | | | | | | | | | | |
| M0643 | | .16 | 2 | 1 | 5 | 0 | 5 | 0 | 2 | 0 | 0 | 4.79 | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | PERCENT MEMBERS PERFORMING | | | | | | | | | | JOB GROUP | | | |
|--|--------------|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|------------|--|--|--|-----------|--|--|------|
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | TSK DIF | | | | | | | |
| | | | | | | | | | | | | | | | | | | |
| 49k(3). Repair | - | | | | | | | | | | | | | | | | | |
| M0591 49l(1). Repair intercommunications control panels Perform operational checks | | .00 | **** | 1 | 4 | 0 | 5 | 0 | 3 | 0 | | | | | | | | 4.68 |
| M0492 Operationally check intercommunication station units | | .00 | **** | 1 | 1 | 0 | 9 | 0 | 0 | 0 | | | | | | | | 3.70 |
| 49l(2). Troubleshoot malfunctions | - | | | | | | | | | | | | | | | | | |
| M0644 49l(3). Troubleshoot intercommunications station units Repair | | .00 | **** | 1 | 1 | 0 | 7 | 0 | 0 | 0 | | | | | | | | 4.88 |
| M0592 49m(2). Repair intercommunications station units Troubleshoot malfunctions | | .00 | **** | 1 | 2 | 0 | 5 | 0 | 0 | 0 | | | | | | | | 4.58 |
| M0645 Troubleshoot interference blanker power supplies | | .00 | **** | 0 | 0 | 0 | 1 | 0 | 1 | 0 | | | | | | | | 5.02 |
| 49m(3). Repair | - | | | | | | | | | | | | | | | | | |
| M0544 49o(1). Remove or replace IB power supply components Perform operational checks | | .00 | **** | 0 | 0 | 6 | 3 | 0 | 7 | 0 | | | | | | | | 4.22 |
| M0500 49o(3). Operationally check mode select couplers Repair | | .00 | **** | 0 | 0 | 0 | 7 | 0 | 0 | 0 | | | | | | | | 3.97 |
| M0594 49o(4). Repair mode select couplers Align | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | | | | | | | | 4.35 |
| M0439 Align mode select couplers | | .00 | **** | 0 | 0 | 0 | 7 | 4 | 0 | 0 | | | | | | | | 3.87 |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | | | | TSK DIF |
|---------|---|------------|------|---|-----|-----|-----|-----|-----|----|---|---|---|---|------------|
| | | | | TI SS | ANT | MIC | AIS | EW | DIS | EF | | | | | |
| | | | | | ENA | RO | /R | PLY | 111 | | | | | | |
| 49p(1). | - | | | | | | | | | | | | | | |
| M0503 | Operational checks | | | | | | | | | | | | | | |
| 49p(2). | - | | | | | | | | | | | | | | |
| M0652 | Troubleshoot optical sight power supply controls | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3.91 |
| 49p(3). | - | | | | | | | | | | | | | | |
| M0652 | Troubleshoot optical sight power supply controls | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.57 |
| 49p(3). | Repair | | | | | | | | | | | | | | |
| M0595 | Repair ODS power supply controls | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3.81 |
| 49p(4). | - | | | | | | | | | | | | | | |
| M0441 | Align | | | | | | | | | | | | | | |
| M0441 | Align optical display sight (ODS) power supply controls | .00 | **** | 0 | 0 | 0 | 11 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4.93 |
| 49q(1). | - | | | | | | | | | | | | | | |
| 49q(1). | Horizontal Situation Indicator | | | | | | | | | | | | | | |
| S1037 | Program test horizontal situation indicators (HSIs) | 1.79 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 73 | 0 | 0 | 0 | 0 | 2.72 |
| 49q(2). | - | | | | | | | | | | | | | | |
| 49q(2). | Attitude Remote Standby Indicator | | | | | | | | | | | | | | |
| M0470 | Operationally check attitude remote standby indicators | .00 | **** | 0 | 0 | 0 | 3 | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 3.90 |
| 49q(3). | - | | | | | | | | | | | | | | |
| 49q(3). | Standby Attitude Indicator | | | | | | | | | | | | | | |
| M0515 | Operationally check standby attitude indicators | .00 | **** | 0 | 1 | 0 | 5 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 3.69 |
| 49t(1). | - | | | | | | | | | | | | | | |
| 49t(1). | Perform operational checks | | | | | | | | | | | | | | |
| M0506 | Operationally check receiver controls | .00 | **** | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.34 |

UNSUPPORTED STS ITEMS AND MATCHED TASKS

B17

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP | | | | | | | | | | TSK DIF |
|---------|--------------|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|---|---|---|---|------------|
| | | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | |
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | |
| 49x(2). | - | | | | | | | | | | | | | | |
| M0664 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.15 |
| 49x(3). | - | | | | | | | | | | | | | | |
| M0605 | | .00 | **** | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.25 |
| 49y(1). | - | | | | | | | | | | | | | | |
| M0520 | | .09 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.43 |
| 49y(2). | - | | | | | | | | | | | | | | |
| M0668 | | .00 | **** | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.41 |
| 49y(3). | - | | | | | | | | | | | | | | |
| M0606 | | .00 | **** | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.75 |
| 49z(1). | - | | | | | | | | | | | | | | |
| M0519 | | .16 | 2 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.95 |
| 49z(2). | - | | | | | | | | | | | | | | |
| M0667 | | .12 | 2 | 0 | 0 | 0 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.56 |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP | | | | | | | | | |
|---|--------------|------------|------|----------------------------|------------|-----------|-----------|----|------------|-----------|------------|---|------|
| | | | | PERCENT MEMBERS PERFORMING | | | | | | | | | |
| | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | TSK DIF | | |
| 49z(3). Repair | - | | | | | | | | | | | | |
| M0568 Remove or replace TFR amplifier power supply SRU components | | .05 | 2 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 4.64 |
| M0569 Remove or replace TFR amplifier power supply SRUs | | .00 | **** | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | 0 | 3.86 |
| 49z(4). Align | - | | | | | | | | | | | | |
| M0451 Align TFR amplifier power supplies | | .12 | 2 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 0 | 0 | 4.80 |
| 50a(2). Perform operational checks | - | | | | | | | | | | | | |
| M0461 Operationally check AMP/DET test sets | | .00 | **** | 0 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 4.69 |
| 50a(3). Troubleshoot malfunctions | - | | | | | | | | | | | | |
| N0721 Troubleshoot AMP/DET test sets | | .00 | **** | 0 | 0 | 0 | 0 | 11 | 0 | 0 | 0 | 0 | 6.66 |
| 50a(4). Repair | - | | | | | | | | | | | | |
| M0529 Remove or replace AMP/DET test set SRUs or components | | .00 | **** | 0 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 3.40 |
| 50a(5). Align | - | | | | | | | | | | | | |
| M0416 Align amplifier/detector (AMP/DET) test sets | | .00 | **** | 0 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 0 | 6.03 |
| 51b(1). Perform operational checks | - | | | | | | | | | | | | |
| N0697 Operationally check subsystem tie-in test sets | | .00 | **** | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 4.36 |
| 51b(2). Troubleshoot malfunctions | - | | | | | | | | | | | | |
| N0739 Troubleshoot subsystem tie-in test sets | | .14 | **** | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 4.98 |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | | | TSK DIF |
|---------|---|------------|------|---|------------|-----------|-----------|----|------------|-----------|---|------|--|------------|
| | | | | TI SS | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | |
| | | | | | | | | | | | | | | |
| 51b(3). | Repair | | | | | | | | | | | | | |
| N0719 | Repair subsystem tie-in test sets | .16 | **** | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 4.98 | | |
| 51b(4). | Align | - | | | | | | | | | | | | |
| N0677 | Align subsystem tie-in test sets | .14 | **** | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 4.98 | | |
| 51c(1). | Perform operational checks | - | | | | | | | | | | | | |
| N0693 | Operationally check hydraulic test sets | .09 | 1 | 1 | 3 | 0 | 4 | 0 | 0 | 0 | 0 | 3.10 | | |
| 51c(2). | Troubleshoot malfunctions | - | | | | | | | | | | | | |
| N0738 | Troubleshoot hydraulic test sets | .14 | 1 | 0 | 2 | 0 | 5 | 0 | 0 | 0 | 0 | 3.74 | | |
| 51c(3). | Repair | - | | | | | | | | | | | | |
| N0710 | Remove or replace hydraulic test set components | .00 | **** | 1 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 3.10 | | |
| 51c(4). | Align | - | | | | | | | | | | | | |
| N0676 | Align hydraulic test sets | .21 | 2 | 0 | 2 | 0 | 5 | 0 | 0 | 0 | 0 | 4.98 | | |
| 51d(2). | Perform operational checks | - | | | | | | | | | | | | |
| F0204 | Operationally check flightline MDLs or TSLVCs | .46 | 2 | 0 | 3 | 0 | 3 | 4 | 1 | 0 | 0 | 4.90 | | |
| 51d(3). | Troubleshoot malfunctions | - | | | | | | | | | | | | |
| F0299 | Troubleshoot MDLs or TSLVCs | .21 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 5.10 | | |
| 51d(4). | Repair | - | | | | | | | | | | | | |
| F0247 | Remove or replace MDL or TSLVC components | .18 | 2 | 0 | 2 | 0 | 0 | 4 | 2 | 0 | 0 | 4.84 | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | | | TSK DIF | |
|--|--------------|------------|------|---|-----|-----|-----|----|-----|-----|--|--|--|------------|------|
| | | | | TI | ANT | MIC | AIS | EW | DIS | EF | | | | | |
| | | | | SS | ENA | RO | /R | | PLY | 111 | | | | | |
| 51d(5). | - | | | | | | | | | | | | | | |
| Align | | | | | | | | | | | | | | | |
| F0154 | | .45 | 2 | 2 | 2 | 0 | 4 | 0 | 6 | 3 | | | | | 5.85 |
| Align flightline mission data loaders (MDLs) or test set loader/verifier computers (TSLVCs) | | | | | | | | | | | | | | | |
| 51d(6). | - | | | | | | | | | | | | | | |
| Load and verify OFP | | | | | | | | | | | | | | | |
| F0186 | | .91 | 2 | 5 | 6 | 12 | 3 | 7 | 33 | 3 | | | | | 4.11 |
| Load MTTUs | | | | | | | | | | | | | | | |
| 51e(2). | - | | | | | | | | | | | | | | |
| Perform operational checks | | | | | | | | | | | | | | | |
| F0204 | | .46 | 2 | 0 | 3 | 0 | 3 | 4 | 1 | 0 | | | | | 4.90 |
| Operationally check flightline MDLs or TSLVCs | | | | | | | | | | | | | | | |
| 51e(3). | - | | | | | | | | | | | | | | |
| Troubleshoot malfunctions | | | | | | | | | | | | | | | |
| F0299 | | .21 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | | | | | 5.10 |
| Troubleshoot MDLs or TSLVCs | | | | | | | | | | | | | | | |
| 51e(4). | - | | | | | | | | | | | | | | |
| Repair | | | | | | | | | | | | | | | |
| F0247 | | .18 | 2 | 0 | 2 | 0 | 0 | 4 | 2 | 0 | | | | | 4.84 |
| Remove or replace MDL or TSLVC components | | | | | | | | | | | | | | | |
| 51e(5). | - | | | | | | | | | | | | | | |
| Load data transfer module | | | | | | | | | | | | | | | |
| F0186 | | .91 | 2 | 5 | 6 | 12 | 3 | 7 | 33 | 3 | | | | | 4.11 |
| Load MTTUs | | | | | | | | | | | | | | | |
| 56ae(2). | - | | | | | | | | | | | | | | |
| Perform operational checks | | | | | | | | | | | | | | | |
| M0511 | | .07 | 2 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | | | | | 5.36 |
| Operationally check SDCs | | | | | | | | | | | | | | | |
| 56ae(3). | - | | | | | | | | | | | | | | |
| Troubleshoot malfunctions | | | | | | | | | | | | | | | |
| M0660 | | .00 | **** | 0 | 0 | 0 | 12 | 0 | 0 | 17 | | | | | 5.73 |
| Troubleshoot SDCs | | | | | | | | | | | | | | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | PROF CODE | TNG EMP | ATI | TI SS | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | | | TSK DIF |
|----------|--|------------|------|----------|---|-----------|-----------|----|------------|-----------|---|--|--|--|------------|
| | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | |
| | | | | | | | | | | | | | | | |
| 56ae(4). | - | | | | | | | | | | | | | | |
| | Repair | | | | | | | | | | | | | | |
| M0559 | | .00 | **** | 0 | 0 | 0 | 8 | 0 | 0 | 0 | 0 | | | | 4.91 |
| M0560 | | .00 | **** | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | | | | 4.44 |
| M0602 | | .00 | **** | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | | | | 4.76 |
| 56ae(5). | - | | | | | | | | | | | | | | |
| | Align | | | | | | | | | | | | | | |
| M0445 | | .00 | **** | 0 | 1 | 0 | 8 | 4 | 1 | 0 | 0 | | | | 3.87 |
| 57a(1). | - | | | | | | | | | | | | | | |
| | Align signal data converters (SDCs) | | | | | | | | | | | | | | |
| | Perform 90-day preventive maintenance inspection | | | | | | | | | | | | | | |
| F0226 | | .30 | 2 | 2 | 3 | 0 | 0 | 7 | 1 | 0 | 0 | | | | 4.98 |
| | Perform preventive maintenance inspections (PMIs) on television RTs (pods) | | | | | | | | | | | | | | |
| 57a(2). | - | | | | | | | | | | | | | | |
| | Perform operational checks | | | | | | | | | | | | | | |
| F0217 | | .48 | 2 | 1 | 2 | 0 | 0 | 4 | 0 | 0 | 0 | | | | 6.02 |
| 57a(3). | - | | | | | | | | | | | | | | |
| | Operationally check television RTs (pods) | | | | | | | | | | | | | | |
| | Troubleshoot | | | | | | | | | | | | | | |
| F0309 | | .71 | 2 | 0 | 2 | 0 | 0 | 4 | 0 | 0 | 0 | | | | 5.93 |
| 57a(4). | - | | | | | | | | | | | | | | |
| | Troubleshoot television RTs (pods) | | | | | | | | | | | | | | |
| | Repair | | | | | | | | | | | | | | |
| F0273 | | .52 | 2 | 0 | 3 | 0 | 0 | 4 | 0 | 0 | 0 | | | | 5.75 |
| 57b(1). | - | | | | | | | | | | | | | | |
| | Repair television RTs (pods) | | | | | | | | | | | | | | |
| | Verification and calibration | | | | | | | | | | | | | | |
| F0164 | | .25 | 2 | 1 | 1 | 0 | 1 | 4 | 0 | 0 | 0 | | | | 6.09 |
| 57b(2). | - | | | | | | | | | | | | | | |
| | Calibrate AN/GJM-59 aircraft simulators | | | | | | | | | | | | | | |
| | Troubleshoot | | | | | | | | | | | | | | |
| F0277 | | .34 | 2 | 1 | 5 | 0 | 0 | 4 | 1 | 0 | 0 | | | | 6.58 |
| | Troubleshoot AN/GJM-59 aircraft simulators | | | | | | | | | | | | | | |

TABLE B1 (CONTINUED)

UNSUPPORTED STS ITEMS AND MATCHED TASKS

| | | PROF CODE | TNG EMP | ATI | TI SS | PERCENT MEMBERS PERFORMING | | | | | | | JOB GROUP | | | TSK DIF | |
|---------|--|--------------|------------|------|----------|----------------------------|-----------|-----------|----|------------|-----------|--|-----------|--|--|------------|------|
| | | | | | | ANT ENA | MIC RO | AIS /R | EW | DIS PLY | EF 111 | | | | | | |
| 57c(1). | Verification and calibration | - | | | | | | | | | | | | | | | |
| F0165 | Calibrate AN/GJM-59 weapon data link simulators | | .29 | 2 | 1 | 2 | 0 | 0 | 4 | 0 | 0 | | | | | | 6.34 |
| 57c(2). | Troubleshoot | - | | | | | | | | | | | | | | | |
| F0278 | Troubleshoot AN/GJM-59 weapon data link simulators | | .34 | 2 | 1 | 5 | 0 | 0 | 7 | 1 | 0 | | | | | | 6.58 |
| 60c. | Perform system checkout | - | | | | | | | | | | | | | | | |
| F0230 | Perform system checkout of AN/TRC-177/188 time signal test sets | | 1.00 | 7 | 4 | 10 | 0 | 8 | 7 | 3 | 0 | | | | | | 5.13 |
| 64a(2). | Perform operational check | - | | | | | | | | | | | | | | | |
| N0681 | Operationally check ARC-190 antenna couplers | | .00 | **** | 0 | 1 | 0 | 15 | 0 | 0 | 0 | | | | | | 4.35 |
| 64b(2). | Perform operational check | - | | | | | | | | | | | | | | | |
| N0685 | Operationally check ARC-190 radio set controls | | .09 | 2 | 0 | 1 | 0 | 14 | 0 | 0 | 0 | | | | | | 4.35 |
| 64c(2). | Perform operational check | - | | | | | | | | | | | | | | | |
| N0686 | Operationally check ARC-190 radio system mounts | | .09 | 2 | 0 | 1 | 0 | 11 | 0 | 0 | 0 | | | | | | 4.35 |
| 64d(2). | Perform operational check | - | | | | | | | | | | | | | | | |
| N0687 | Operationally check ARC-190 RTs | | .27 | 2 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | | | | | | 4.35 |

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT MEMBERS PERFORMING SORTED BY ATI

B24

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | ATI | TISS | PERCENT MEMBERS PERFORMING | | | | | | | | | | JOB GROUP | |
|-------|------------|-----|------|----------------------------|-----|-----------|----|------|-----|------|-----|-----|-----|-----------|-----|
| | | | | ANT | MIC | AIS/ R | EW | DISP | EF- | TSK | DIF | 111 | 111 | EF- | TSK |
| | | | | ENA | RO | | | LAY | | | | | | | |
| Z1334 | 3.70 | 12 | 49 | 51 | 41 | 34 | 41 | 61 | 59 | 4.59 | | | | | |
| Z1333 | 2.82 | 12 | 41 | 45 | 29 | 43 | 48 | 45 | 79 | 4.60 | | | | | |
| Z1331 | 3.02 | 12 | 45 | 50 | 35 | 47 | 33 | 60 | 66 | 4.40 | | | | | |
| Z1326 | 2.16 | 12 | 24 | 46 | 35 | 68 | 67 | 47 | 55 | 4.45 | | | | | |
| Z1319 | 3.30 | 12 | 43 | 48 | 35 | 39 | 33 | 61 | 76 | 4.17 | | | | | |
| F286 | 2.64 | 12 | 36 | 47 | 29 | 77 | 59 | 57 | 93 | 6.90 | | | | | |
| F161 | 2.38 | 12 | 35 | 41 | 24 | 70 | 70 | 51 | 86 | 4.63 | | | | | |
| E137 | 3.79 | 12 | 50 | 49 | 12 | 19 | 0 | 56 | 59 | 4.47 | | | | | |
| Z1340 | 2.27 | 11 | 20 | 19 | 6 | 28 | 41 | 27 | 38 | 4.91 | | | | | |
| Z1337 | 2.34 | 11 | 11 | 16 | 12 | 14 | 11 | 19 | 34 | 4.15 | | | | | |
| Z1324 | 2.38 | 11 | 20 | 21 | 12 | 54 | 56 | 30 | 55 | 5.27 | | | | | |
| Z1323 | 2.16 | 11 | 29 | 32 | 35 | 26 | 22 | 46 | 62 | 4.01 | | | | | |
| U1141 | 2.73 | 11 | 7 | 29 | 6 | 0 | 0 | 3 | 0 | 6.25 | | | | | |
| U1136 | 3.68 | 11 | 14 | 65 | 0 | 0 | 0 | 10 | 0 | 5.72 | | | | | |
| U1135 | 3.80 | 11 | 13 | 61 | 0 | 0 | 0 | 10 | 0 | 5.21 | | | | | |
| U1127 | 2.73 | 11 | 7 | 31 | 6 | 0 | 0 | 3 | 0 | 6.64 | | | | | |
| T1107 | 2.48 | 11 | 2 | 4 | 53 | 0 | 0 | 60 | 0 | 5.52 | | | | | |
| T1100 | 2.43 | 11 | 2 | 3 | 53 | 0 | 0 | 59 | 0 | 5.37 | | | | | |
| T1098 | 2.68 | 11 | 2 | 3 | 47 | 0 | 0 | 60 | 0 | 5.19 | | | | | |
| T1090 | 3.36 | 11 | 1 | 2 | 82 | 0 | 0 | 62 | 0 | 5.26 | | | | | |
| S1081 | 2.36 | 11 | 1 | 1 | 6 | 0 | 0 | 56 | 0 | 5.38 | | | | | |
| S1061 | 2.39 | 11 | 1 | 1 | 0 | 0 | 0 | 55 | 0 | 5.46 | | | | | |
| S1042 | 3.09 | 11 | 1 | 2 | 6 | 0 | 0 | 60 | 0 | 4.96 | | | | | |

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | | | TSK DIF | | |
|---|------------|---|------|-----|----|-----|----|-----------|----|------|-------------|------------|------------|--|
| | | ATI | TISS | ANT | | MIC | | AIS/ R | | EW | DISP LAY | | ER- 111 | |
| | | | | ENA | RO | RO | | | | | | | | |
| S1026 | 3.39 | 11 | 1 | 2 | 6 | 0 | 0 | 0 | 73 | 0 | 6.64 | | | |
| Level head-up display (HUD) tables using theodolites and alignment fixtures | | | | | | | | | | | | | | |
| F173 | 2.45 | 11 | 18 | 22 | 12 | 7 | 56 | 27 | 55 | 5.06 | | | | |
| Configure test stations and support equipment for normal operation after mobility use | | | | | | | | | | | | | | |
| F172 | 2.45 | 11 | 15 | 14 | 12 | 4 | 30 | 20 | 41 | 5.39 | | | | |
| Configure test stations and support equipment at mobility operating areas | | | | | | | | | | | | | | |
| F152 | 2.84 | 11 | 2 | 6 | 24 | 3 | 0 | 58 | 3 | 6.22 | | | | |
| Align digital interface adapter (DIA) shop replaceable units (SRUs) | | | | | | | | | | | | | | |
| F151 | 2.57 | 11 | 5 | 59 | 0 | 15 | 0 | 15 | 0 | 5.70 | | | | |
| E146 | 2.29 | 11 | 40 | 40 | 35 | 23 | 22 | 47 | 45 | 4.55 | | | | |
| E143 | 2.38 | 11 | 37 | 34 | 29 | 23 | 44 | 34 | 41 | 4.49 | | | | |
| Schedule benchcheck maintenance for supply line replaceable units (LRUs) | | | | | | | | | | | | | | |
| E126 | 3.16 | 11 | 13 | 14 | 12 | 35 | 22 | 21 | 14 | 4.98 | | | | |
| E116 | 2.57 | 11 | 17 | 18 | 0 | 3 | 11 | 20 | 17 | 4.76 | | | | |
| Maintain due-in-from-maintenance (DIFM) transaction rosters | | | | | | | | | | | | | | |
| Z1327 | 3.14 | 10 | 50 | 55 | 53 | 70 | 56 | 72 | 79 | 3.95 | | | | |
| Z1315 | 2.55 | 10 | 40 | 51 | 41 | 59 | 63 | 66 | 79 | 3.97 | | | | |
| E134 | 2.59 | 10 | 68 | 67 | 29 | 46 | 48 | 60 | 62 | 3.66 | | | | |
| Perform shift security checks of tools, equipment, or facilities | | | | | | | | | | | | | | |
| E111 | 2.91 | 10 | 46 | 50 | 53 | 39 | 37 | 60 | 41 | 3.92 | | | | |
| F232 | 1.96 | 8 | 63 | 72 | 53 | 69 | 37 | 75 | 72 | 3.95 | | | | |
| Z1329 | 1.07 | 7 | 15 | 17 | 12 | 24 | 30 | 18 | 28 | 4.68 | | | | |
| Z1322 | 1.55 | 7 | 26 | 22 | 18 | 16 | 15 | 33 | 45 | 4.18 | | | | |
| Z1321 | 1.07 | 7 | 22 | 11 | 6 | 22 | 30 | 24 | 41 | 5.21 | | | | |
| Conduct CAMS training | | | | | | | | | | | | | | |
| W1173 | 1.18 | 7 | 4 | 34 | 0 | 0 | 0 | 2 | 0 | 5.30 | | | | |
| Operationally check generator control units (GCUs) | | | | | | | | | | | | | | |
| R1003 | 1.16 | 7 | 0 | 1 | 0 | 0 | 0 | 35 | 0 | 5.63 | | | | |
| N718 | 1.09 | 7 | 5 | 22 | 6 | 0 | 0 | 4 | 0 | 4.25 | | | | |
| Repair Scorsby tables | | | | | | | | | | | | | | |
| N715 | 1.09 | 7 | 4 | 21 | 6 | 0 | 0 | 4 | 0 | 4.98 | | | | |
| Repair DEECs | | | | | | | | | | | | | | |

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | ATI | JOB GROUP PERCENT MEMBERS PERFORMING | | | | | | | | | | TSK DIF |
|-------|------------|-----|---|-----|----|-----------|-----------|----|----|------|------|------------|------------|
| | | | TISS | ANT | | MIC RO | AIS/ R | | EW | DISP | | EF- 111 | |
| | | | | ENA | RO | | | | | LAY | | | |
| F310 | 1.52 | 7 | 38 | 21 | 0 | 0 | 9 | 33 | 6 | 59 | 5.63 | | |
| F287 | 1.16 | 7 | 15 | 6 | 0 | 0 | 26 | 7 | 22 | 38 | 6.64 | | |
| F279 | 1.09 | 7 | 4 | 25 | 0 | 0 | 16 | 0 | 6 | 0 | 5.52 | | |
| F270 | 1.29 | 7 | 0 | 4 | 0 | 0 | 28 | 0 | 41 | 0 | 6.22 | | |
| F265 | 1.89 | 7 | 10 | 48 | 6 | 14 | 0 | 0 | 39 | 0 | 5.34 | | |
| F244 | 1.30 | 7 | 47 | 20 | 6 | 84 | 48 | 18 | 24 | 4.37 | | | |
| F243 | 1.04 | 7 | 19 | 11 | 18 | 27 | 7 | 29 | 41 | 4.47 | | | |
| F228 | 1.62 | 7 | 25 | 18 | 0 | 16 | 7 | 21 | 14 | 5.07 | | | |
| F225 | 1.75 | 7 | 1 | 9 | 0 | 0 | 0 | 0 | 42 | 0 | 4.84 | | |
| F192 | 1.11 | 7 | 6 | 27 | 0 | 14 | 0 | 4 | 0 | 4.62 | | | |
| F191 | 1.46 | 7 | 4 | 34 | 0 | 16 | 7 | 6 | 0 | 4.74 | | | |
| F188 | 1.43 | 7 | 10 | 11 | 18 | 3 | 33 | 14 | 31 | 4.52 | | | |
| F183 | 1.23 | 7 | 17 | 23 | 6 | 23 | 26 | 46 | 24 | 5.38 | | | |
| F160 | 1.04 | 7 | 4 | 3 | 0 | 3 | 26 | 18 | 3 | 5.72 | | | |
| F159 | 1.14 | 7 | 6 | 10 | 12 | 32 | 37 | 32 | 28 | 4.83 | | | |
| F150 | 1.21 | 7 | 4 | 28 | 6 | 9 | 0 | 5 | 0 | 4.84 | | | |
| F149 | 1.86 | 7 | 7 | 52 | 0 | 4 | 0 | 15 | 0 | 4.94 | | | |
| F148 | 1.48 | 7 | 5 | 35 | 6 | 14 | 0 | 8 | 0 | 5.41 | | | |
| W1174 | 1.07 | 3 | 4 | 30 | 0 | 0 | 0 | 1 | 0 | 3.81 | | | |
| F274 | 1.29 | 3 | 8 | 33 | 6 | 1 | 0 | 9 | 52 | 3.78 | | | |
| F242 | 2.00 | 3 | 13 | 64 | 12 | 27 | 7 | 36 | 24 | 3.55 | | | |
| F234 | 1.30 | 3 | 1 | 3 | 29 | 0 | 0 | 45 | 0 | 3.62 | | | |
| F175 | 1.38 | 3 | 18 | 22 | 12 | 41 | 56 | 27 | 72 | 3.25 | | | |
| F158 | 1.82 | 3 | 26 | 26 | 0 | 15 | 19 | 29 | 31 | 3.37 | | | |
| Z1339 | .88 | 2 | 4 | 4 | 6 | 7 | 7 | 8 | 28 | 4.57 | | | |

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | ATI | PERCENT MEMBERS PERFORMING | | | | | | | | | | JOB GROUP | | | |
|--|------------|-----|----------------------------|----|-----|---|-----------|----|-----|---|-------------|------|------------|------|------------|--|
| | | | ANT | | MIC | | AIS/ R | | EW | | DISP LAY | | EF- 111 | | TSK DIF | |
| | | | ENA | 5 | RO | 6 | R | 3 | 11 | 8 | 21 | 4.38 | | | | |
| Z1335 | .71 | 2 | 4 | 5 | 6 | 3 | 11 | 8 | 21 | | | | | 4.38 | | |
| Z1332 | .77 | 2 | 6 | 5 | 12 | 8 | 7 | 11 | 24 | | | | | 4.55 | | |
| Z1330 | .75 | 2 | 6 | 5 | 6 | 3 | 7 | 7 | 28 | | | | | 4.82 | | |
| Z1328 | .96 | 2 | 7 | 7 | 6 | 9 | 11 | 14 | 31 | | | | | 4.56 | | |
| W1231 | .86 | 2 | 3 | 28 | 0 | 0 | 0 | 1 | 0 | | | | | 5.21 | | |
| Q922 | .12 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 83 | | | | | 6.99 | | |
| Perform grumman automatic cable tester (GACT)/test adapter set (TAS) continuity and logic self-tests | | | | | | | | | | | | | | | | |
| Q920 | .16 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 97 | | | | | 4.95 | | |
| Q917 | .16 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | | | | | 4.95 | | |
| Q915 | .16 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 100 | | | | | 5.70 | | |
| Q914 | .16 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 100 | | | | | 5.70 | | |
| Operationally check central instrumentation and control consoles | | | | | | | | | | | | | | | | |
| Q912 | .07 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 97 | | | | | 7.07 | | |
| P907 | .09 | 2 | 0 | 0 | 0 | 0 | 33 | 0 | 0 | | | | | 5.68 | | |
| P906 | .09 | 2 | 0 | 0 | 0 | 0 | 37 | 0 | 0 | | | | | 5.26 | | |
| P903 | .09 | 2 | 0 | 0 | 0 | 0 | 41 | 0 | 0 | | | | | 5.68 | | |
| P862 | .12 | 2 | 0 | 0 | 0 | 0 | 67 | 0 | 0 | | | | | 4.33 | | |
| Perform built-in self-tests of AN/ALR-62 mock-up systems | | | | | | | | | | | | | | | | |
| P858 | .12 | 2 | 0 | 0 | 0 | 0 | 70 | 0 | 0 | | | | | 4.99 | | |
| Operationally check AN/ALR-62 (V4) multichannel receiver (MCR) racks | | | | | | | | | | | | | | | | |
| P851 | .12 | 2 | 0 | 0 | 0 | 0 | 74 | 0 | 0 | | | | | 4.43 | | |
| Operationally check AN/ALR-62 (V3) forward receiver/digital processor racks | | | | | | | | | | | | | | | | |
| O780 | .07 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 93 | | | | | 5.70 | | |
| Perform hy-pot tests of TWT and A2 assemblies in AN/ALQ-99 transmitters | | | | | | | | | | | | | | | | |
| O749 | .07 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 86 | | | | | 7.58 | | |
| N692 | .84 | 2 | 6 | 20 | 6 | 0 | 0 | 4 | 0 | | | | | 4.33 | | |
| N690 | .86 | 2 | 6 | 20 | 6 | 0 | 0 | 4 | 0 | | | | | 4.57 | | |
| Operationally check engine diagnostic units (EDUs) (DEECs) | | | | | | | | | | | | | | | | |

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | ATI | PERCENT MEMBERS PERFORMING | | | | | | | | | | JOB GROUP | | | TSK DIF |
|-------|------------|-----|----------------------------|----|------------|----|-----------|----|-----------|---|----|---|-------------|---|------------|------------|
| | | | TISS | | ANT ENA | | MIC RO | | AIS/ R | | EW | | DISP LAY | | EF- 111 | |
| | | | | | | | | | | | | | | | | |
| M478 | .07 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 30 | 0 | 0 | 0 | 0 | 4.39 |
| M419 | .05 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 31 | 0 | 0 | 0 | 0 | 0 | 0 | 6.10 |
| L413 | .45 | 2 | 4 | 9 | 12 | 27 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.93 |
| G326 | .62 | 2 | 18 | 1 | 0 | 59 | 33 | 0 | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 5.79 |
| G325 | .96 | 2 | 4 | 2 | 29 | 26 | 15 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.26 |
| G324 | .43 | 2 | 0 | 0 | 0 | 39 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.86 |
| G323 | .39 | 2 | 1 | 0 | 0 | 23 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.53 |
| G315 | .21 | 2 | 2 | 1 | 0 | 36 | 19 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.24 |
| F307 | .50 | 2 | 2 | 4 | 0 | 12 | 37 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.92 |
| F306 | .48 | 2 | 2 | 1 | 0 | 89 | 63 | 5 | 14 | 0 | 0 | 0 | 0 | 0 | 0 | 6.64 |
| F305 | .64 | 2 | 2 | 2 | 0 | 0 | 19 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.60 |
| F304 | .71 | 2 | 19 | 8 | 0 | 35 | 7 | 30 | 28 | 0 | 0 | 0 | 0 | 0 | 0 | 5.06 |
| F298 | .66 | 2 | 1 | 1 | 12 | 22 | 0 | 18 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 5.63 |
| F284 | .82 | 2 | 4 | 30 | 0 | 8 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.31 |
| F282 | .66 | 2 | 3 | 28 | 0 | 8 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.93 |
| F280 | .95 | 2 | 5 | 36 | 0 | 14 | 4 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5.98 |
| F271 | .46 | 2 | 2 | 4 | 0 | 84 | 48 | 4 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 6.51 |
| F263 | .36 | 2 | 0 | 1 | 0 | 31 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7.40 |
| F257 | .64 | 2 | 4 | 25 | 0 | 8 | 4 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.69 |
| F253 | .39 | 2 | 4 | 6 | 0 | 16 | 33 | 7 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4.42 |
| F252 | .64 | 2 | 33 | 11 | 0 | 36 | 26 | 32 | 21 | 0 | 0 | 0 | 0 | 0 | 0 | 4.36 |
| F251 | .91 | 2 | 10 | 9 | 0 | 8 | 0 | 23 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4.78 |
| F215 | .32 | 2 | 7 | 6 | 0 | 61 | 56 | 4 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 5.99 |

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | JOB GROUP | | | | | | | | | | TSK DIF |
|-------|------------|----------------------------|------|------------|-----------|-----------|----|-------------|------------|------|--|------------|
| | | PERCENT MEMBERS PERFORMING | | | | | | | | | | |
| | | ATI | TISS | ANT ENA | MIC RO | AIS/ R | EW | DISP LAY | EF- 111 | | | |
| F213 | .43 | 2 | 5 | 7 | 0 | 12 | 48 | 4 | 0 | 5.55 | | |
| F181 | .71 | 2 | 4 | 6 | 6 | 4 | 4 | 30 | 0 | 4.30 | | |
| F177 | .66 | 2 | 5 | 14 | 6 | 12 | 30 | 11 | 17 | 6.55 | | |
| F155 | .79 | 2 | 13 | 11 | 12 | 34 | 26 | 21 | 24 | 5.18 | | |
| F153 | .95 | 2 | 5 | 5 | 12 | 7 | 0 | 7 | 83 | 6.64 | | |
| R999 | .66 | 1 | 0 | 2 | 0 | 0 | 0 | 19 | 0 | 3.62 | | |
| G320 | .34 | 1 | 3 | 1 | 0 | 82 | 33 | 4 | 3 | 3.51 | | |
| G318 | .55 | 1 | 24 | 2 | 0 | 85 | 44 | 3 | 10 | 3.52 | | |
| Q936 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 97 | 6.68 | | |
| Q930 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 4.95 | | |
| Q929 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 5.74 | | |
| Q925 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 97 | 5.74 | | |
| Q924 | .00 | **** | 0 | 0 | 0 | 1 | 0 | 0 | 100 | 4.17 | | |
| Q923 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 79 | 3.55 | | |
| Q919 | .00 | **** | 1 | 0 | 0 | 0 | 0 | 0 | 86 | 4.76 | | |
| Q0918 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 79 | 4.76 | | |
| Q913 | .00 | **** | 0 | 0 | 0 | 0 | 0 | 0 | 93 | 5.70 | | |
| P909 | .00 | **** | 0 | 0 | 0 | 0 | 41 | 0 | 0 | 6.12 | | |
| P905 | .00 | **** | 0 | 0 | 0 | 0 | 48 | 0 | 0 | 5.34 | | |
| P901 | .00 | **** | 0 | 0 | 0 | 0 | 67 | 0 | 0 | 4.00 | | |
| P895 | .00 | **** | 0 | 0 | 0 | 0 | 48 | 0 | 0 | 6.36 | | |
| P887 | .00 | **** | 0 | 0 | 0 | 0 | 48 | 2 | 0 | 4.99 | | |
| P884 | .00 | **** | 0 | 0 | 0 | 0 | 59 | 0 | 0 | 4.20 | | |
| P882 | .00 | **** | 0 | 0 | 0 | 0 | 44 | 0 | 0 | 5.33 | | |

TABLE B2 (CONTINUED)

TASKS NOT REFERENCED WITH GREATER THAN 30 PERCENT
MEMBERS PERFORMING SORTED BY ATI

| TASKS | TNG EMP | ATI | JOB GROUP | | | | | | | | | | | TSK DIF |
|-------|------------|-----|----------------------------|-----------|-----------|----|-------------|------------|----|------|--|--|--|------------|
| | | | PERCENT MEMBERS PERFORMING | | | | | | | | | | | |
| | | | ANT ENA | MIC RO | AIS/ R | EW | DISP LAY | EF- 111 | | | | | | |
| P880 | .00 | *** | 0 | 0 | 0 | 0 | 33 | 1 | 0 | 4.73 | | | | |
| P865 | .00 | *** | 0 | 0 | 0 | 0 | 52 | 0 | 0 | 4.30 | | | | |
| P855 | .00 | *** | 0 | 0 | 0 | 0 | 56 | 0 | 0 | 5.40 | | | | |
| P845 | .00 | *** | 0 | 0 | 0 | 0 | 37 | 0 | 0 | 5.33 | | | | |
| P831 | .00 | *** | 1 | 0 | 0 | 0 | 37 | 0 | 0 | 6.05 | | | | |
| O819 | .00 | *** | 0 | 0 | 0 | 0 | 0 | 0 | 76 | 4.76 | | | | |
| O814 | .00 | *** | 0 | 0 | 0 | 0 | 0 | 0 | 90 | 8.52 | | | | |
| O791 | .00 | *** | 0 | 0 | 0 | 0 | 0 | 0 | 86 | 6.64 | | | | |
| O779 | .00 | *** | 0 | 1 | 0 | 0 | 0 | 0 | 93 | 5.70 | | | | |
| O762 | .00 | *** | 0 | 0 | 0 | 0 | 0 | 0 | 86 | 4.57 | | | | |
| N722 | .00 | *** | 0 | 0 | 0 | 0 | 30 | 0 | 0 | 5.39 | | | | |
| M640 | .00 | *** | 0 | 0 | 0 | 0 | 24 | 0 | 0 | 4.90 | | | | |
| M589 | .00 | *** | 0 | 0 | 0 | 0 | 22 | 0 | 0 | 5.16 | | | | |
| M561 | .00 | *** | 0 | 0 | 0 | 0 | 20 | 0 | 0 | 3.41 | | | | |
| M543 | .00 | *** | 1 | 1 | 0 | 0 | 28 | 0 | 6 | 3.86 | | | | |
| M491 | .00 | *** | 0 | 1 | 0 | 0 | 24 | 4 | 2 | 4.17 | | | | |
| M430 | .00 | *** | 0 | 1 | 0 | 0 | 4 | 33 | 1 | 4.98 | | | | |

THIS PAGE INTENTIONALLY LEFT BLANK